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bulletin

CFH FORUM ON HUMANITIES GRADUATES AND JOBS

From left to right, starting at the top left-hand corner: John Leyerle (University of Toronto); Louise Dandurand (Natural Sciences and Engineering Research Council); Viviane Launay (Canadian Federation for the Humanities); Thomas Robinson (University of Toronto); Jean-René Tétreault (Université de Sherbrooke); Heather Steele (Social Sciences and Humanities Research Council of Canada); Roseann Runte (Glendon College); Raoul Korngold (Lavalin Formation); John Scott (Memorial University); David John (University of Waterloo); Marilyn Cairns (Simon Fraser University); Graham Kelsey (University of British Columbia); Ross Roxburgh (Touche Ross Management Consultants); Dianne Hall (Ivy-Hall Investments); Jacques Desautels (Université Laval). Centre photo: Post-Forum Strategy Session held on 6 November 1988.

The National Forum on the Un/Under-Employment of Humanities Graduates and the Development of New Professional Opportunities, held in Ottawa from 3 to 6 November 1988, presented an opportunity to develop a clear, factual understanding of current Canada-wide unemployment and under-employment problems in the humanities, and to examine the economic rationale for full employment of humanities graduates. Equally importantly, it offered a major occasion for formulating a set of practical suggestions, directed at both humanities graduates and their potential employers, on how to stimulate hiring in the humanities.

Organized by the Canadian Federation for the Humanities (CFH), the Forum provided the first national opportunity for Canadians directly concerned with the problems of un/under-employment in the humanities to pool knowledge and ideas based on their experiences. The first day was devoted essentially to PhD graduates (or those considering a PhD programme) who wish to be full-fledged academics; the second day was more concerned with employment opportunities for BA and MA graduates in the private and public sectors.

The Forum attracted the attention of a wide cross-section of individuals involved in the education and employment of humanities graduates: university and college administrators and placement officers, personnel officers and senior managers from business and government, part-time and full-time academics and researchers, private scholars, demographers and statistical experts, as well as former and present undergraduate and graduate humanities students.

Organisé par la Fédération canadienne des études humaines, le Forum national sur le non et le sous-emploi des diplômés en études humaines et le développement de nouveaux débouchés professionnels, tenu à Ottawa du 3 au 6 novembre 1988, a été l'occasion de cerner la problématique du non et du sous-emploi des diplômés en études humaines à l'échelle nationale. Il a permis de développer des arguments pratiques, favorables au plein emploi de ces diplômés ainsi qu'une série de recommandations, destinées à la fois aux diplômés et à leurs employeurs potentiels.

Pour la première fois, les Canadiens intéressés aux questions soulevées par le non et le sous-emploi des diplômés en études humaines ont été réunis et ont pu puiser à même leurs propres expériences pour offrir avis et conseils. La première journée des débats a été principalement consacrée au sort réservé aux détenteurs de doctorats (ou à ceux en instance de le devenir), et qui désirent être des universitaires à part entière, alors que la seconde journée a été surtout axée sur les possibilités d'emplois dans les secteurs public et privé pour les diplômés des 1er et 2ième cycles.

Les secteurs représentés étaient variés: administrateurs et agents de placement des universités et CEGEPS, agents de personnel et administrateurs du secteur privé et des gouvernements, enseignants et chercheurs à temps plein et à temps partiel, chercheurs autonomes, statisticiens, démographes, et étudiants des 1er, 2ième et 3ième cycles.

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Diffusion totale moyenne: 27 000. Le Bulletin de l'ACPU paraît 10 fois au cours de l'année universitaire: le 1er de chaque mois de septembre à juin. Délai de réception des annonces: 13 jours ouvrables au moins avant la date de publication. Il ne sera pas accepté d'annulations après la date limite. Pour toute offre d'emploi, un délai minimum de 30 jours sera exigé entre le date de parution du journal et la date limite pour postuler le poste.

L'editeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la redactrice du Bulletin une déclaration énonçant ces raisons.

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Nouvelles en breves du Quebec

par Susan Gray
L'Université de Montréal (Forum)

Motivée par l'intérêt grandissant pour les projets de videotex, chez de plus en plus de chercheurs/euses de disciplines diverses, l'Université de Montréal vient de créer le Laboratoire interdisciplinaire de recherche en télématique (LIRT). L'initiative du projet est venue du Centre de calcul et du Bureau de liaison entreprises-Université avec l'appui de Bell Canada, d'un professeur de l'Université de Montpelier, Alain Cazes, ainsi que les compagnies de matérial informatique Prime et CGMR.

Le LIRT s'oriente vers la recherche reliée à tous les aspects de la télématique, incluant ses prolongements sociaux, juridiques et politiques. Pour y arriver, il liera, autant que possible, la recherche appliquée et la recherche fondamentale. On collaborera aussi avec l'industrie, les organismes gouvernementaux et les autres universités.

Même si une attention particulière sera accordée au contexte canadien de la télématique, on pense déjà à une collaboration avec d'autres pays, notamment la France et le Brésil.

La société Bombardier assure le financement d'une nouvelle chaire en aéronautique à l'Ecole Polytechnique, la chaire J. Armand-Bombardier. Il est maintenant question d'une chaire d'enseignement supérieur (de deuxiéme et troisiéme cycles) jointe au Département de génie mécanique, qui bénéficiera d'une subvention de 500 000 $ pendant cinq ans.

L'Ecole a fait des promesses quant à sa collaboration avec d'autres établissements universitaires à Montréal pour améliorer le programme de maîtrise en aéronautique et renforcer le groupe de recherche de la chaire.

Les dirigeants de l'Ecole vont aussi chercher des fonds additionnels pour les fins du futur groupe de recherche auprès d'organismes de subvention.

L'Université du Québec à Montréal (Réseau)

Le principal volet du protocole d'entente entre l'UQAM et le ville de Montréal, qui est entré en vigueur en mars dernier, conceme la réalisation d'un système de gestion intégré des déchets urbains solides. Plusieurs sources de financement permettront au Groupe de recherche et d'analyse interdisciplinaires en gestion de l'environnement (GRAIGE) de l'UQAM de réaliser ce projet. La ville de Montréal versera 199 368 $, l'UQAM et le ministére de l'Environnement donneront 100 000 $ chacun tandis que la Fédération des caisses populaires Desjardins de Montréal et de l'Ouest du Québec injecteront 32 000 $.

L'Université du Québec à Rimouski (UQAR-Information)

L'Université du Québec à Rimouski a été honorée lors du demier symposium annuel du Project Management Institute à San Francisco alors que son programme de Maitrise en gestion de projet a reçu l'accréditation officielle du PMI. Celui-ci est un organisme professionnel international qui regroupe environ 7 000 membres du milieur de la gestion de projet, des académiciens/nnes ainsi que des practiciens/nnes. Le PMI recruite ses membres dans une cinquantaine de pays dans le monde. C'est le plus important organisme professionnel dans ce domaine.

L'UQAR était parmi les six constituantes de l'Université du Québec offrant le programme MDP qui ont reçu l'accréditation du PMI pour une durée de cinq ans. C'est la première fois que l'organisme accordait une accréditation à un programme MGP.

L'accréditation permettra notamment aux diplômés/es du programme, moyennant la réussite d'examens du PMI, d'être reconnue/e internationalement comme professionnel/le dans leur domaine.

L'Université Laval (Au fil des évènements)

En septembre demier, Allelix, la plus importante compagnie canadienne de biotechnologie, a conclu une entente avec Agriculture Canada et l'Université Laval pour développer une variété de canola résistante aux herbicides et aux maladies causées par les champignons. L'appui financier du Programme d'aide à la recherche industrielle du Conseil national de recherches a contribué en grande partie à rendre possible cette entente.

Le canola est le nom commercial d'une variété améliorée du colza, une plante de la famille du chou. Des revenus estimés à un milliard de dollars par année sont générés au Canada par le canola, qui est la deuxième culture en importance dans ce pays. Les huiles végétables tirées de cette plante la classent troisième au Canada et en Europe. En faisant des croisements, on en tire deux types de produits, l'acide érucique et les glucosinolates, qui cependant la rendent impropre à la consommation humaine.

Les maladies causées au canola par les champignons pathogènes engendrent des dommages d'environs 85 à 100 millions de dollars par année. Pour améliorer sa résistance à ces fléaux et augmenter la rentabilité de cette culture, les chercheurs tenteront d'introduire dans les canola des gènes provenant d'espèces qui possèdent une résistance naturelle aux herbicides ou aux pathogènes, ou des gènes synthétisés lui conférant les mêmes propriétés. Mais auparavant, les chercheurs devront mettre au point des techniques de transfert et de contrôle de l'information génétique.

Roger Kemble, responsable du programme de recherche chez Allelix, Brian Miki, expert en technique de micro-injection à Agriculture Canada et Guy Bellemare du Département de biochimie de l'Université Laval participeront à ce projet.

1988 Canada council MOLSON prize

Terence Penelhum, professor emeritus of religious studies, has received the 1988 Canada Council Molson prize in the humanities and social sciences.

Professor Penelhum has taught at U of C for 25 years and was responsible for developing the Department of Religious Studies. He is an Oxford graduate and a world-renowned scholar. He holds honorary degrees from the University of Lehtbridge and Lakehead University, both conferred in 1982.

A member of the Royal Society of Canada, Professor Penelhum is one of the founding members of the Calgary Institute for the Humanities. He retired from active teaching in June, 1988, and was named professor emeritus.

CENSURED ADMINISTRATION

Censure means that CAUT has concluded that a university administration has breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means that the university administration has resisted all reasonable suggestions from CAUT for a resolution of the dispute. Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured administration, of the issues involved in the censure. In particular, CAUT members are asked not to accept appointments at a censured university; not to accept invitations to speak or attend academic conferences at a censured university; and not to accept any distinction or honour that might be offered by a censured administration. Faculty members employed at a university whose administration is under censure are asked to support and assist efforts to convince the administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT Bulletin.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured administration that it should adhere to standards now widely accepted in the Canadian academic community.

The following administration is under CAUT censure:

President and Board of Regents, Memorial University of Newfoundland (1979)

Censure was imposed when the appointment of a member of the School of Social Work was not renewed under circumstances which suggest that her political views were unacceptable to the University administration and when the administration and Board of Regents were unwilling to agree to a fair procedure to determine whether the faculty member had been fairly treated.

Full information on the above censure is available on request.

President's message/Le mot du président

A new year is a time for reflection and anticipation. Looking back over 1988, I would identify one trend more than any other which has been evident in so many Canadian faculty associations — an increase in faculty militancy. Half of the strikes which have ever taken place in Canadian Universities occurred in 1988. In just twelve months there have been five cases of strike action—many of them of several week's duration. Additionally, there have been a number of cases where job action was seriously considered, and whose threat was instrumental in reaching a settlement. There are also several associations currently engaged in difficult, prolonged bargaining. There have been certifications at Wilfrid Laurier, Memorial and Mount Saint Vincent.

Several questions naturally emerge. The first is basic and key. Why have we seen this increased difficulty at the table? The second is closely related. Why have faculty seemingly reached the point where very serious job action is, if not commonplace, at least no longer a nine days wonder? We are clearly well beyond the era where "faculty would never strike" and equally beyond the era where "faculty would never strike over money".

Faculty members want to research and to teach. They do not patrol the perimeter of Lakehead University in January because they like it or out of greed. But at the same time, we have come to realise that we should not be expected to perform those two basic functions without adequate compensation. It is clear, however, that the interests of faculty are being ignored by many administrations and provincial governments. How often do we hear the view that you can have more money provided that it does not go to faculty salaries.

"... it is equally true that administrators have not been terribly good at persuading government to provide adequate resources, and most administrations prefer to try to reserve to themselves the role of lobbying for such resources. It has never been clear to me why, and I believe there should be a change."

We have an essential and frequently arduous role as academics. We have all burned midnight oil and made sacrifices to acquire the skills and knowledge to enable us to undertake the considerable demands placed on university faculty. While none of us chose our career with the expectation of becoming the richest sector of society, we are surely justified in expecting appropriate conditions of employment, rewards, and compensation. And, alas, if picketting in the January cold is what it takes, more of us are ready to do that. Faculty militancy will not—cannot—decline until university administrators recognise these facts and change their attitudes across the table accordingly.

This suggests that a central reason behind the consequences we witnessed in 1988 is that many of our university administrations have come to relish acting as managers in an increasingly industrial sense, or perhaps more realistically as assistant deputy ministers carrying out the instructions of the government. I will make just one observation. Increasingly so, many administrators see themselves as the university, as the employer—the industrial management model—forgetting that their role is to assist the university, that is, the faculty and students. It is unacceptable that an administration should reject any bargaining proposal on the grounds that it will, apparently or even in reality, weaken their management role. A proposal should only be rejected when it can be clearly be demonstrated how it harms either of the two central components of the university, the students and the faculty. All too often we hear that such and such a proposal would "weaken the administration's power" or would "reduce administrative flexibility", or the like. Most faculty have come to realise that these are, quite simply, unacceptable arguments. University governance is an important, vital subject which several members of CAUT have studied in depth, and to which I hope Council will pay fresh attention in the near future.

It is, of course, true that funding cutbacks have meant that many administration teams have had less to offer at the table. Faculty are prepared to acknowledge this, where the administration is prepared to offer open demonstration of difficult financial status. But it is equally true that administrators have not been terribly good at persuading government to provide adequate resources, and most administrations prefer to try to reserve to themselves the role of lobbying for such resources. It has never been clear to me why, and I believe there should be a change. Those who claim that faculty and administration could never lobby successfully side by side forget that this is exactly the parallel of what happens in many successful Ottawa lobbies. When lobbying for resources, faculty and administrations are usually on the same side. In my view, a healing of the growing rift I have been referring to deoends as much on a realisation of this fact as on anything else. And more resources will not be made available by government until this happens.

Despite this discouraging message, I should like to wish all my colleagues a successful year in 1989.

by / par Peter King

Le début d'une nouvelle année est une période pour réfléchir et faire des prévisions. Si je passe en revue ce qui s'est produit en 1988, je constate qu'une tendance plus que toute autre s'est manifestée dans plusieurs associations de professeurs au Canada: la montée du militantisme chez les professeurs. La moitié des grèves dans l'histoire des universités canadiennes ont eu lieu en 1988. Durant douze mois, il y a eu cinq grèves, dont quelques-unes ont duré plusieurs semaines. En outre, dans plusieurs cas, on a sérieusement envisagé prendre des mesures de pression et cette menace aidé à en arriver à un règlement. Plusieurs associations sont actuellement en négociations qui s'avèrent longues et difficiles. Les associations de professeurs des universités Wilfrid Laurier, Memorial et Mont St-Vincent viennent d'être accrédétées.

Plusieurs questions viennent naturellement à l'esprit. La première est fondamentale: pourquoi avons-nous été témoins de cette augmentation des difficultés à la table des négociations. La deuxième y est reliée de près: comment se fait-il que les professeurs semblent avoir atteint le point où des mesures de pression soient monnaie courante, en tous cas, elles ne sont plus des parties de plaisir. Il y a longtemps que nous n'en sommes plus à l'ère "des professeurs qui ne feront jamais la grève" tout autant que celle "des professeurs qui ne feront jamais la grève pour des revendications monétaires".

Les professeurs désirent faire de la recherche et enseigner. Ils ne font pas les cent pas en face de l'Université Lakehead en plein coeur du mois de janvier par désir ou par cupidité. Quoique nous en sommes venus à réaliser qu'on ne devrait pas s'attendre à ce que nous nous acquitions de ces deux tâches fondamentales sans rémunération adéquate. Il est toutefois évident que plusieurs administations et gouvernements provinciaux ne tiennent pas compte des intérêts des professeurs. Nous entendons souvent que nous pouvons obtenir des sommes d'argent supplémentaires à condition qu'elles ne soient pas destinées aux les salaires des professeurs.

Nous avons un rôle essentiel et souvent ardu en tant que professeurs. Nous avons tous passé des nuits blanches et fait des sacrifices dans le but d'acquérir la compétence et les connaissances qui nous permettent de répondre aux exigences considérables que l'on atttend des professeurs. Bien que personne d'entre nous a choisi notre carrière avec l'espoir de faire partie du secteur le plus riche de notre société, nous avons certainement le droit de nous attendre à des conditions d'emploi, des récompenses et une rémunération adéquats. Et, malheureusement, si le piquetage dans le froid de janvier est ce que cela prend, de plus en plus d'entre nous sont prêts à la faire. Le militantisme des professeurs ne diminuera pas et ne pourra pas diminuer tant que les admistrateurs d'université ne reconnaîtront pas ces faits et ne changeront pas d'attitude à la table de négociation.

Ceci donne à penser que la principale raison derrière les conséquences dont nous avons été témoins en 1988 est que plusieurs de nos administrations universitaires en sont venues à apprécier les fonctions administratives, de plus en plus au sens industriel du terme, à moins que ce ne soit à titre de sous-ministre exécutant les consignes du gouvemement. Je ne ferai qu'une observation. De plus en plus, tant d'administrateurs se voient en tant que l'Université, en tant que l'employeur, soit le modèle de gestion industrielle, en oubliant que leur rôle est d'aider l'université, les professeurs et les étudiants. Il est inacceptable qu'une administation rejete une proposition de négociation sous prétexte qu'il affaiblira, en apparence ou même en réalité, leur rôle d'administateur. Une proposition ne devrait être rejetée que si on peut clairement démontrer la manière dont elle nuit à l'une des deux principales composantes de l'université, soit les étudiants et les professeurs. Nous entendons beaucoup trop souvent que telle ou telle proposition "affaiblirait le pouvoir de l'administration" ou "réduirait la flexibilité administrative" ou autres arguments du genre. La plupart des professeurs en sont venus à réaliser qu'il s'agit d'arguments tout simplement inacceptables. La gestion de l'université est un sujet important et vital que plusieurs membres de l'ACPU ont étudié en profondeur et, j'espère, sur lequel le Conseil se penchera avec une attention toute neuve dans un avenir rapproché.

Il est évident que les contraintes budgétaires ont signifié que plusieurs des administrations ont eu moins à offrir à la table de négociations. Les professeurs sont prêts à le reconnaître si l'administration est prête à faire la preuve des difficultés financières. Il est également vrai que les administrateurs n'ont pas bien réussi à convaincre le gouvemement de donner des fonds adéquats et que la plupart des administrations préfèrent se réserver le rôle de faire du lobbying pour aller chercher ces ressources financières. Je n'ai jamais bien compris pourquoi et je crois qu'il devrait y avoir changement. Ceux qui prétendent que professeurs et administrateurs ne pourraient jamais réussir à exercer des pressions ensemble oublient que c'est exactement ce que réussissent à accomplir certains organismes lors de séances de lobbying. Les professeurs et les administrateurs sont habituellement du même côté lorsqu'il s'agit de lobbying pour des fonds. A mon avis, la cicatrisation de cette déchirure à laquelle je fais référence dépend autant de cette réflexion que de n'importe quel autre facteur. Le gouvemement ne foumira pas de fonds additionnels avant que cela n'arrive.

Malgré ces pensées pessimistes, je désire souhaiter à tous mes collègues une excellente année 1989.

Un/under-employment in the humanities: an overview

University graduates in the humanities have been affected by a number of serious employment problems since the 1970s. Permanent, full-time jobs are scarce — both within academia and in the private and public sectors — for individuals holding BA, MA and PhD degrees in the humanities. All graduates and prospective graduates in English, French, Philosophy, Music, Religion and other humanities disciplines are affected: both the "baby boomers" who entered or could have entered graduate study programmes in the 1970s, and the current generation of students who face restricted job markets.

This National Forum was convened to assess the seriousness of the situation, and to develop suggestions for the resolution of a problem of ongoing concern to employers, students, universities and the public.

Within academe, numerous difficulties are faced by highly trained Canadians whose interests and skills lead them to seek positions in university and college humanities faculties as teachers and researchers. Many can only find part-time work; others must wander from city to city to piece together a series of sessional appointments; still others subsist on the periphery of academia as private scholars dependent on the largesse of government granting agencies and periodic contracts. To accept this situation fatalistically would be to ignore the economic and social impact of squandering the talents of individuals who have the potential to be Canada's experts in dozens of significant fields.

Outside universities and colleges, several problems can also be identified — in business and government, for example, where primary emphasis seems to be placed on hiring individuals with degrees in business, public administration, natural and computer sciences, and engineering. Senior executives in a number of companies such as Northern Telecom, London Life, General Motors, Quaker Oats, and 3M Canada have recently highlighted the economic value of individuals with the sort of intellectual and social skills characteristic of graduates trained in the humanities. Nevertheless, at the time of hiring, these graduates still appear to take a back seat to graduates in other disciplines.

Despite their abilities in languages, in understanding different cultures, in the interpretation of the structures of human thought and language, in appreciating the elements of subjectivity and change that characterize human experience, among other skills, humanities graduates do not seem to be as well employed as they should be. This positioning in the market represents a disadvantage both for individuals who have concentrated their training in the humanities, and for the economy as a whole, which loses by discouraging development of knowledge-based industries that draw their substance from the humanities.

La Fédération canadienne des études humaines tient à exprimer sa très vive reconnaissance à l'Association canadienne des professeurs d'université qui lui a généreusement ouvert les pages de ce Bulletin pour qu'elle puisse y faire paraître une sélection des débats tenus lors du Forum national sur le non et le sous-emploi des diplômés en études humaines et le développement de nouveaux débouchés professionnels. La présente publication remplace le numéro du Bulletin de la Fédération qui paraît normalement à l'automne.

La Fédération remercie également les organismes suivants pour leurs judicieux conseils et leur généreux appui financier:

* Le Conseil de recherches en sciences humaines du Canada
* Emploi et Immigration Canada
* Le Secrétariat d'Etat du Canada
* Les sociétés membres de la Fédération canadienne des études humaines

La Fédération exprime sa gratitude aux présidents et présidentes des séances plénières, aux animateurs et animatrices des ateliers et à tous les intervenants et organismes des secteurs public et privé dont le nom figure au Programme. Elle remercie aussi les participants pour leur contribution et les personnes qui l'ont conseillée lors de la mise en oeuvre du Forum.

L'appui et l'encouragement des organismes suivants ont été également fort appréciés: le Forum Entreprises-Universités, la Division de l'éducation, de la culture et du tourisme de Statistique Canada et l'équipe du Système de projections des professions au Canada d'Emploi et Immigration Canada.

Toutes les photographies ont été prises par Bruce Nesbitt, que la Fédération remercie chaleureusement.

The Canadian Federation for the Humanities would like to thank very warmly the Canadian Association of University Teachers for making this issue of the Bulletin available to carry a selection of the proceedings of the National Forum on the Un/Under-Employment of Humanities Graduates and the Development of New Professional Opportunities. This issue of CAUT's monthly publication replaces the usual fall issue of the Federation's own Bulletin.

The Federation would also like to thank the following organizations for their advice and generous financial support:

* Employment and Immigration Canada
* The Secretary of State of Canada
* The Social Sciences and Humanities Research Council of Canada
* The member societies of the Canadian Federation for the Humanities

Heartfelt thanks are extended to the plenary chairpersons, workshop leaders, speakers and representatives of a large number of organizations and private-sector companies who gave their time to the Forum and whose names appear on the Programme. Contributions by participants who attended the Forum and by numerous external advisors are gratefully acknowledged.

The Federation also wishes to express its gratitude for support and encouragement received from the Corporate-Higher Education Forum; the Education, Culture and Tourism Division of Statistics Canada; and the Canadian Occupational Projection System group in Employment and Immigration Canada.

All photographs were taken by Bruce Nesbitt, whom the Federation thanks most warmly.

Problématique du non et du sous-emploi dans les études humaines: vue d'ensemble

Depuis les années 70, les diplômés en études humaines issus de nos universités ont dû faire face à de sérieux problèmes au moment de leur quête d'un emploi. Les emplois stables et à temps plein sont rares — et dans le monde universitaire et dans les secteurs public et privé — pour ceux qui détiennent des baccalauréats, des maîtrises et des doctorats en études humaines. La génération d'après-guerre qui s'est inscrite à des programmes d'études supérieures dans les années 70 et l'actuelle génération d'étudiants, quelle que soit leur formation — lettres françaises, philosophie, musique, lettres anglaises, religion et autres — font face à un marché du travail restreint.

Ce Forum national a été convoqué afin d'évaluer le sérieux de la situation et de développer des propositions concrètes, aptes à dénouer une problématique qui inquiète de plus en plus les employeurs, les étudiants, les universités, les gouvernements et le grand public.

A l'intérieur du monde universitaire, les Canadiens qui ont fait de longues études, et qui détiennent des doctorats, ont énormément de mal à trouver un emploi dans les universités en tant qu'enseignants et chercheurs. Beaucoup d'entre eux ne trouvent que du travail à temps partiel; d'autres doivent se déplacer de campus en campus afin de remplir des postes de substituts; d'autres encore vivent en marge de l'université en tant que chercheurs autonomes et dépendent ainsi de contrats périodiques et de la générosité des agences subventionnaires. Ce serait fort regrettable de ne pas tenir compte des conséquences sociales et économiques de la dispersion des talents de nombreux individus capables de devenir les experts canadiens dans une grande variété de domaines importants.

En dehors des universités, un certain nombre de problèmes peuvent également être identifiés: dans le milieu des affaires et au gouvernement, par exemple, on semble tout d'abord embaucher des diplômés en commerce, administration publique, sciences naturelles et génie. Les PDG de compagnies telles que Northern Telecom, London Life, General Motors, Quaker Oats et 3M Canada ont récemment fait état de la grande valeur économique des personnes qui possèdent les facultés intellectuelles et sociales propres aux diplômés en études humaines. Cependant, au moment de l'embauche, ces diplômés ne sont pas sélectionnés.

Même si les diplômés en études humaines ont un esprit de synthèse, possèdent de solides bases linguistiques, connaissent bon nombre de cultures différentes et arrivent à bien s'adapter à différents milieux de travail, ils ne trouvent pas des postes aussi intéressants qu'ils le devraient. Cette situation leur est nuisible et fait un tort appréciable à l'économie, qui devient alors perdante en décourageant le développement des industries qui font appel à des ressources intellectuelles, souvent puisées à même les études humaines.

The text of most of this issue of the CAUT Bulletin is taken from twenty-seven hours' worth of formal papers, panel presentations, chairperson/workshop leader summaries and discussions during the National Forum on the Un/Under-Employment of Humanities Graduates and the Development of New Professional Opportunities, held in Ottawa from 3 to 6 November 1988. The abridgements published here have been prepared by the members of the Organizing Committee, who recognize that this necessary editing can scarcely reproduce the full arguments, data and nuances of so much well-informed commentary. Apologies are extended to all authors and speakers. The Committee comprised :

* Judith Herz, Department of English, Concordia University
* Nicolas Kaufmann, Département de philosophie, Université du Québec à Trois-Rivières
* Viviane F. Launay, Executive Director, Canadian Federation for the Humanities
* Craig McNaughton, Research Associate, Canadian Federation for the Humanities

Forum papers and a selected bibliography are available, at cost, from the Canadian Federation for the Humanities. For further information, please contact: Canadian Federation for the Humanities, 151 Slater Street, Suite 407, Ottawa, Ontario, K1P 5H3. Phone: 613-236-4686. Fax: 613-238-6114.

Forum programme

(excluding receptions, breaks and question periods)

FRIDAY, 4 NOVEMBER 1988

9:00 - 9:15 a.m.

OPENING REMARKS: **Judith Herz**, Department of English, Concordia University and Past-President, Association of Canadian University Teachers of English; Chairperson, Organizing Committee for the Forum.

9:15 - 10:00 a.m.

PLENARY SESSION
Chairperson: **Harold Coward**, Director, Calgary Institute for the Humanities, University of Calgary
Speaker: **John Leyerle**, "Employment Perils and Prospects in the Humanities: Some General Considerations"

Dr. Leyerle is Professor of English and Medieval Studies at the University of Toronto. He is also a member of the Social Sciences and Humanities Research Council of Canada, having served as the Council's Interim President from January to early June 1988. Dr. Leyerle was Dean of Graduate Studies at the University of Toronto from 1978 to 1984. Familiar with both the academic and government communities that deal with the humanities, Dr. Leyerle has also worked closely with the business community, having raised the funds to create the Andrew W. Mellon Bridging Appointments in the Humanities at the University of Toronto.

10:45 a.m. - 12:30 p.m.

PLENARY SESSION: **The Numbers Game: What are the Real Trends?**
Panel members assessed current and projected trends in the employment of humanities graduates. The focus was on past, current and future graduates in disciplines such as Philosophy, English, French, History, Linguistics, Classics, Literature, Art, and others. Employment opportunities both within Canadian and foreign universities and colleges, and in the private and public sectors, were considered. On the supply side, trends in enrolment and graduation in the various humanities disciplines were reviewed.
The objective was to reach a common understanding of the magnitude and types of employment and un/under-employment that exist or can be anticipated in humanities fields. This session was intended to allow participants to base their discussions and final recommendations on agreed statistical evidence or at least on known areas of statistical disagreement (e.g., areas where data is incomplete).

Chairperson: **Graham T. Kelsey**, Department of Administrative, Adult and Higher Education, University of British Columbia
Panel members:
David K. Foot, Department of Economics, University of Toronto
Margaret Laing, Research Analyst, Policy and Analysis Division, Post-Secondary Education Branch, Secretary of State of Canada
Diane Vanasse, Demographer and Officier de recherche institutionnelle, Ecole des Hautes Etudes Commerciales, Montréal

2:00 - 3:30 p.m.

PLENARY SESSION: **The Human Side of Un/Under-Employment in Universities and Colleges**
This session identified the specific problems of employment facing humanities graduates within academe. The speakers proposed solutions based on their experiences.

Chairperson: **Nicolas Kaufmann**, Département de philosophie, Université du Québec à Trois-Rivières
Panel members:
Hélène Bibeault, who is a member of the Syndicat des chargés et des chargées de cours de l'Université de Montréal and secretary of its Executive, examined the conditions of employment for part-time teachers and the impact of part-time work on their teaching, research and career development.
Francis K. Peddle spoke as a "private scholar" on the challenges facing scholars who must maintain their research on theperiphery of the academic community by publishing or by seeking government grants.
Elizabeth Trott, who is presently teaching philosophy at Victoria College (University of Toronto), discussed "wandering scholars" (graduates who must move every year or two to take up new sessional appointments).

3:45 - 5:30 p.m.

PARALLEL WORKSHOPS: **Preserving and Building our Humanities Faculties**
The objective of these parallel workshops was to pool participants' knowledge and ideas of how employment opportunities for humanities graduates can be improved in university and college faculties.

Workshop 1: Prospects for Strengthening Humanities Faculties in Canada
Leader: **Eleanor Rogers**, Director, School of English, Queen's University
Panel members:
André Daviault, Dean, Faculté des lettres, Université Laval
Z. Nelly Martinez, Immediate Past Director, Humanistic Studies Program, McGill University
Jean Proulx, Secrétaire, Conseil supérieur de l'éducation du Québec; co-author of L'Enseignement et la recherche en sciences sociales et humaines: un cas type d'effets de système, which deals with the training of students at the CEGEP and secondary school level in Québec, and their choices of university programmes.
Margaret Van de Pitte, Associate Dean (Humanities), Faculty of Arts, University of Alberta
Chauncey Wood, Dean, School of Graduate Studies, McMaster University

Workshop 2: Renovating Faculty Structures: Early and Mandatory Retirement, Tenure and Hiring Practices
Leader: **Louise Dandurand**, Director, Policy and Planning, Natural Sciences and Engineering Research Council
Panel members:
Pierre-Yves Boucher, Associate Executive Director and Legal Counsel, Association of Universities and Colleges of Canada
Brian A. Fijal, Associate Vice-President (Administration), University of Manitoba
David A. Kent, Chairperson, Committee for Professional Concerns, Association of Canadian University Teachers of English; Department of English, Centennial College
Indhu Rajagopal, Division of Social Science, York University; former member of the Canadian Union of Educational Workers
Laval Rioux, Vice-President, Fédération nationale des enseignants et des enseignantes du Québec
Donald C. Savage, Executive Secretary, Canadian Association of University Teachers

SATURDAY, 5 NOVEMBER 1988

9:00 - 10:00 a.m.

PLENARY SESSION: **Non-Academic Career Alternatives for Humanities Graduates: Real or Imaginary?**
It is often said that humanities graduates possess valuable intellectual and personal skills for work in the business world, such as good writing and communication skills, flexible thinking, and understanding of diverse cultural values and an ability to work with cultural differences and change. Is this really the case? Do humanities graduates possess these skills, and if so, are companies and other organizations actually hiring graduates on the basis of such skills? If they do not possess the necessary skills, what should universities and graduates alter to make humanities graduates more attractive to prospective employers?

Chairperson: **Thomas M. Robinson**, Dean, School of Graduate Studies, University of Toronto
Panel members:
Frederick T. Evers, Department of Sociology and Anthropology, University of Guelph; co-author of the Corporate-Higher Education Forum's Making the Match: Canada's University Graduates and Corporate Employers
John D. Paré, Senior Vice-President, Human Resources, Central Guaranty Trust Company of Canada

10:30 a.m. - 12:30 p.m.

PARALLEL WORKSHOPS: **Developing the Humanities Market**
These workshops tackled the practical question of how humanities graduates should prepare themselves for non-academic employment. The first workshop reviewed the arts co-op programmes in Canada; the second looked at how humanities graduates are "marketed" by placement offices and agencies; the third workshop reviewed the employment opportunities available in a non-academic setting.

Workshop 1: Arts Co-op Programmes: Developing the Pragmatic Humanist
Leader: **John A. Scott**, Department of Philosophy, Memorial University of Newfoundland
Panel members:
Rajani Alexander, Co-ordinator, Arts Co-op Programs, Co-operative Education, University of Victoria
David G. John, Associate Dean, Special Programs, Faculty of Arts, University of Waterloo
Pamela G. Racher, Manager, Co-operative Education, Mount Royal College, Calgary; representative of the Canadian Association for Co-operative Education
Jean-René Tétreault, Responsable des coordonnateurs, Programmes coopératifs, Faculté des lettres et sciences humaines, Université de Sherbrooke
Patricia T. van der Vorm, Executive Director, Career Center, The American University, Washington, D.C.; representative of the Cooperative Education Association (USA)

Workshop 2: Marketing the Humanities Graduate
Leader: **Pamela D. Stewart**, Director, Centre for Continuing Education, McGill University
Panel members:
Damjana Bratuz, Faculty of Music, University of Western Ontario
Cheryl B. Dipenta, Assistant Vice-President, Public Affairs, Bell Canada
Raoul Korngold, Associate Director, Training Division, Lavalin Formation
Christine Moore, Counsellor, Counselling and Psychological Services, Dalhousie University
Johanne Vachon, Director, Centre de planification d'études et placement, Université du Québec à Montréal
Charlene Zietsma, Arts and Science Career Advisor, Career Services, Wilfrid Laurier University; representative of ACCIS - The Graduate Workforce Professionals (formerly the University and College Placement Association)

Workshop 3: Where to Look: Job Opportunities Outside Academe
Leader: **Roseann Runte**, Principal, Glendon College, York University
Panel members:
Marilyn Cairns, Director, Academic Advice Centre, Simon Fraser University
Dianne L. Hall, President, Ivy-Hall Investments, Vancouver; formerly Senior Vice-President, Nova Corporation
Beatrice Olivastri, Executive Director, National Survival Institute; Vice-Chair, National Voluntary Organizations
Leonard V. Park, Vice-President and Corporate Secretary, Inter City Papers Ltd.
Ross Roxburgh, Partner, Touche Ross Management Consultants
Susan Stone-Blackburn, Associate Dean, Faculty of Humanities, University of Calgary

12:30 - 2:00 p.m.

Guest Speaker: **Michael Useem**, Director, Center for Applied Social Science, Boston University; and author of the forthcoming Liberal Education and the Corporation: The Hiring and Advancement of College Graduates (Aldine de Gruyter, January 1989)

2:00 - 4:30 p.m.

PLENARY SESSION: **The Humanities: Peripheral or Central to Economic Growth?**
That Canada, to remain economically competitive, must emphasize education and research in science and technology is a proposition enjoying wide support in business and government. By contrast, the idea that the country's economic strength is also dependent on education and research in the humanities is far less prevalent.
This session assessed and compared, in relation to other streams of learning, the economic contribution of the humanities today and in the future. A number of areas were considered: (1) Canada's actual and potential standing as a seat of humanities scholarship capable of attracting top scholars from around the world; (2) the value of employees skilled in languages and cultures in the conduct of international business and government negotiations; (3) the significance of linguistics and language skills in the communications industry; (4) the contribution of cultural and historical knowledge, and fine arts, to cultural industries; (5) the importance of humanities thinking — logic, relativity of values, historical perspective — as a catalyst in scientific research.

Chairperson: **Jacques Desautels**, Faculté des lettres and former Vice-President (Academic and Research), Université Laval
Panel members:
Robert M. Arn, President, Educational Software Products Inc.
Harry A. Hillman Chartrand, Research Director, Canada Council
John O'Connor, Dean, School of Humanities, William Paterson College (Wayne, New Jersey)
Vaira Vikis-Freibergs, Vice-Chairman, Science Council of Canada

4:30 - 5:00 p.m.

Concluding Remarks: **Nicolas Kaufmann**, Département de philosophie, Université du Québec à Trois Rivières and member of the Forum's Organizing Committee

SUNDAY, 6 NOVEMBER 1988

9:00 a.m. - 12:30 p.m.

POST-FORUM STRATEGY SESSION: **Elements of an Employment Strategy for Humanities Graduates**

Chairperson: **Judith Herz**, Department of English, Concordia University and Chairperson of the Forum's Organizing Committee

Employment and excellence in the humanities

John Leyerle, Professor of English and Medieval Studies, University of Toronto

About twenty-five years ago the late Professor F.E.L. Priestley prepared a report for the Humanities Research Council of Canada entitled The Humanities in Canada. This volume followed an earlier one prepared in 1947 by Watson Kirkconnell and A.S.P. Woodhouse. Both volumes focus on curricula for the humanities, and both emphasize the values of the undergraduate honours programs in English Language and Literature, then the norm. Graduate programs have secondary emphasis in these volumes. There is little or no discussion about employment, under-employment, or unemployment for graduates in the humanities.

In the quarter-century since the Priestley report, the pendulum has moved to the other end of its arc. Except at a few universities, undergraduate honours programs in the humanities have been phased out. Graduate programs are now a major concern in the humanities — and, of course, how to employ the graduates we produce.

In this changed context, and specifically in the midst of our current concerns with the underemployment and unemployment of our graduates, we risk becoming so market-oriented that we will neglect the long-term, underlying importance of the humanities.

This is not the occasion for an extended defence of the humanities on the basis of their intrinsic importance to the individual and to society. Yet their intrinsic importance is the foundation and main structure for the employment of those whose education is primarily in the humanities. Humanists are concerned with human consciousness, with interior experience and its manifestations in languages, literatures, philosophy, and religion. The humanities are also concerned with the study of the creative arts, such as dance, music, painting, and sculpture, but not directly with their creation. The humanities thus include activities that engage us all of our lives — especially communication by oral and written language, and the complex, interior processes of analysis and intuition by which we come to an understanding of the complexities of life.

The humanities must not be judged alone by the placement record of their graduates.

The key words here are communication and understanding. These activities are central to the life of the individual and to the existence of a coherent society of which the individual is part. And while humanists may not need to remind themselves of the essential role of the humanities for the individual and for society, we do need to remind those not professionally involved with the humanities of their importance. The humanities are not luxuries; they are essential commodities.

Any discussion of the employment of humanists should keep this central importance and contribution of the humanities clearly in focus. The key to the employment problem is the production of able scholars — humanists educated to the highest possible standards of excellence in their fields. If programs in the humanities demand high standards, both of their faculties and their students, employment will then be a natural extension of excellence — especially in jobs where more than routine specialization is required. Quality may not be all, but it is so far ahead of whatever is in second place that it doesn't matter.

Good students are attracted to programmes that are perceived to be demanding and prestigious: medicine, engineering, the sciences. These programs draw gifted students in part because they are thought to be difficult and challenging — the elements that give them prestige. The honours programs so valued by Kirkconnell and Woodhouse and by Priestley were demanding and had a prestige that was largely lost when the programs were dismantled. The humanities all too often convey a sense now of being at the edge of things. Humanities scholars, especially the students, are often defensive about their academic interests and abilities.

One of the highest costs of this unfortunate situation is that it becomes a powerful disincentive for young people who would like to enter the humanities, but who fear that there will be no job opportunities for them. How often have we heard a young person say: "I'd like to study Classics, or French, or History, or Philosophy, but there are not any jobs". And so, with a heavy heart, such a person goes off to law or management where he or she really does not wish to be. This situation may, in the long run, be the worst part of the situation we face today. The current news has it that there are no jobs in the humanities. That news is not true, and it particularly doesn't apply to able, ambitious young people.

A great irony in the situation is that the humanities in Canada are one of the great intellectual ornaments of our country. Canada is known world-wide for its research projects in the humanities; the work funded by the Canada Council before 1978, and by the Social Sciences and Humanities Research Council of Canada (SSHRC) since then, is more widely admired abroad than it is here in Canada. Although laboratory science in Canada has made rapid strides in the last twenty years, it has not yet achieved the status and world leadership characteristic of much that Canadian humanists are producing.

The humanities must not be judged alone by the placement record of their graduates. If we allow that to happen, we risk taking the path that will diminish the humanities by measuring them against far too narrow and too monetary a standard. This is my main point; the rest are contingent on the first.

My second point on the employment of humanities graduates is that there is a need for accurate and full statistical studies. But statistics are hard to interpret precisely because of marginal ambiguities of categories and difficulties in definition. There is a need for good data of a detailed nature, subject by subject and university by university.

Along these lines, I would commend to your attention the admirable document prepared by Colin Norman entitled After English at Queen's (published by the Department of English there in 1986): it is a very detailed and revealing statement on the employment of English graduates at Queen's University in the recent past. It is discipline-specific, it is university-explicit, it tracks in a longitudinal way an identifiable cohort, it is good for alumni relations at Queen's, it is good for the department, it establishes a sense of identity, and it provides a network of mutual support. A major outcome of this conference should be the stimulation of studies like the one from Queen's in all areas of the humanities, institution by institution. We track our publications with great zeal because they are important to us and to the advancement of knowledge. We should track our students with the same zeal and for the same reasons. I urge the Canadian Federation for the Humanities to promote the preparation of such statistical studies as a matter of first priority.

De gauche à droite/Left to right: John Leyerle (University of Toronto), Harold Coward (University of Calgary) et Judith Herz (Concordia)

An unplaced student is like an unplaced book: we should not be writing for the drawer and we should not be training PhD students for no employment in their subjects.

A third point concerns the need for faculty members to foster employment opportunities for graduates. One example must suffice here. Few humanists think of research grants as a means to do collaborative projects involving graduate students, but the advantages to the graduate students are immense. It gives them hands-on experience, it gives them a realistic time-frame for research work, and it gives them collaborative publication. More demand for such projects from the community would tend to increase the funding for SSHRC. Its funding has been somewhat a function of demand; one reason that the budgets of the Natural Sciences and Engineering Research Council (NSERC) and the Medical Research Council (MRC) grew so fast in the 1970s was a result of the great demand for research support coming from their areas. Everyone benefits from these collaborative projects, and we need to promote them in the humanities.

A fourth point is that the placement of graduates in the humanities, particularly of doctoral candidates, is labour intensive for both the faculty and for the students seeking employment. To illustrate the point, I will relate something of my own experience in placing PhD graduates.

During the period when I was Director of the Centre for Medieval Studies at the University of Toronto from 1966 to 1976, I took the placing of PhD graduates as my personal responsibility. About 100 came through the program in that decade; in 1976 I was able to say that every student who wanted a job and was willing to move had an academic appointment. I've also placed all of my own doctoral students, now nearly 20 individuals.

During the last three years, I've returned again to be the placement officer of the Centre for Medieval Studies. A sceptic might say that, in the period from 1966 to 1976, placement was almost automatic. This is not quite true, especially after 1972, but it was certainly easier than it is now. In the difficult situation of the last three years, I've placed 35 of the 36 students who finished their PhD degrees in universities and colleges across North America.

In the early 1980s, as Dean of the School of Graduate Studies at the University of Toronto, I approached the Andrew W. Mellon Foundation in New York City for a challenge grant to support bridging appointments in the humanities at the University of Toronto. A grant was made and now eighteen young men and women hold those appointments, all of them tenure stream. Without that grant, none of those appointments would have been made.

The Mellon award became the prototype for the Canada Research Fellowships of SSHRC, a program that I helped to design and bring into being in the spring of 1986 with the support of William E. Taylor, Jr., then President of SSHRC, and several other Councillors. When the fourth and last competition is concluded at the end of 1989, about 230 young Canadians will have jobs of three to five-year terms in the humanities and social sciences that would not otherwise have been available.

Good graduates in good programs get good jobs.

In the last twenty years, I have had a hand in the academic placement of about 400 young PhD graduates in the humanities and social sciences. I relate this material not to make a point about my own activity, but to suggest that individual effort by faculty members in the humanities can make a decisive difference. An unplaced student is like an unplaced book: we should not be writing for the drawer and we should not be training PhD students for no employment in their subjects.

Running through this statement is the vital theme of quality. We must remember that good graduates in good programs get good jobs. We should not let people enter or stay in PhD programs who are not of top quality, and we should see that second-class PhD programs improve or close. To ignore the need for quality is no kindness to anyone involved, least of all the students.

I urge that this forum be the first of a series so that viewpoints and data on employment for graduates in the humanities can be developed for the benefit of all. We need to recognize that suitable employment of graduates in the humanities is an important part of our responsibility to our disciplines. The challenge of employment for graduates in the humanities now and in the future is mainly to be met by the academic community, and our major resources in meeting it are energetic pursuit of opportunities, a steady sense of the importance of what we do, and an unwavering devotion to high-quality work from ourselves, from our departments, and from our students.

Problems of the Peripheral Academic / Problèmes de l'universitaire-chercheur marginalisé

La séance plénière de vendredi après-midi a été conçue comme une séance de témoignages. Elizabeth Trott et Francis Peddle ont décrit respectivement leurs situations particulières en tant que chercheur itinérant et en tant que chercheur autonome qui tentent de rester dans la filière et de se consacrer aux recherches universitaires dans les humanités. Hélène Bibeault a parlé au nom de ce grand nombre de chargés de cours qui ont des conditions de travail particulièrement pénibles. Cette séance a permis d'entendre par des témoignages percutants ce que sont les besoins et les problèmes que vivent ces humanistes, pour ainsi dire rejetés quotidiennement.

Une des principales difficultés soulignée à partir de l'exposé d'Elizabeth Trott, est un problème de timing. Nous ne connaissons pas la taille de la cohorte de chercheurs universitaires exclus et forclos d'une carrière régulière, mais, parce qu'ils n'ont pas fait leur doctorat au bon moment, sur le bon sujet, on peut penser qu'ils ne trouveront pas de place dans les cinq à dix ans qui viennent, et à partir du moment où les postes s'ouvriront éventuellement, ces personnes seront trop âgées et les administrations universitaires préféreront engager quelqu'un qui a fraîchement obtenu son doctorat ou qui vient de terminer ses études post-doctorales. C'est un problème bien spécifique, et dans la mesure où il peut être circonscrit, des solutions pourraient éventuellement être trouvées.

Un autre problème important est celui de la grande masse de chargés de cours au nom desquels Hélène Bibeault a parlé. Sans doute peut-on envisager la syndicalisation des chargés de cours (rappellons que de 50% à 60% des cours de baccalauréat dans les universités québécoises sont assumés par des chargés de cours) sauf qu'il faudrait probablement faire des distinctions entre chargés de cours et chargés de cours. Il y a des chargés de cours qui sont des comptables et qui, à côté d'un salaire régulier, font un surplus de salaire; puis, il y a les chargés de cours dans les humanités qui doivent multiplier le nombre de cours donnés pour entrer dans leurs frais. On peut penser que la syndicalisation est une solution à ce type de problème, mais on peut penser aussi que l'institutionnalisation du statut du chargé de cours fige pour ainsi dire, une fois pour toutes, le statut d'être un universitaire de seconde classe, et dans ce sens, la solution de la syndicalisation n'est sans doute pas toujours la solution appropriée.

Hélène Bibeault, Secrétaire de l'Exécutif du Syndicat des chargés et des chargées de cours de l'Université de Montréal

Au Québec, les chargés de cours sont en très grand nombre; il y en a actuellement 8000 dans les universités qui donnent des cours de façon irrégulière. Sur ce nombre, 6000 sont syndiqués. L'Université de Montréal, dont je fais partie, a reconnu le syndicat des chargés de cours depuis un an environ.

J'aimerais vous parler aujourd'hui de nos conditions de travail, de nos conditions d'engagement et des facilités et des moyens qu'on met à notre disposition pour compléter notre recherche et développer notre carrière. La majorité des chargés de cours enseignent au 1er cycle: cette population constitue 50% à 70% de leur charge d'enseignement. Une fois qu'on nous engage, on fait le même travail que les professeurs agrégés.

Les chargés de cours sont un peu comme des Blos, jetables après usage.
Hélène Bibeault

Cependant, l'université où j'enseigne ne nous offre pas de local pour recevoir nos étudiants en encadrement; nous n'avons aucun personnel de secrétariat; et les appareils audio-visuels ne sont disponibles que lorsque le service est ouvert, et on doit réserver presqu'un mois à l'avance tous ces appareils: évidemment, les chargés de cours sont les derniers servis.

Pour ce qui est des conditions salariales dans les différentes universités, elles peuvent varier d'une université à l'autre entre 3,178$ et 3,999$ pour 45 heures de cours, ce qui ne donne même pas un salaire de 20,000$ par année. Si l'on compte le temps consacré à la préparation des cours et à la correction des travaux des étudiants, le salaire moyen du chargé de cours est de 10 $ de l'heure.

Les chargés de cours veulent être partie intégrante de l'université; ils veulent faire partie de la vie professionnelle et de la vie académique de l'université. Somme toute, ils veulent être chercheurs à part entière.

Francis Peddle, Private Scholar, Ottawa

The independent scholar's life should be one of self-institutionalization. How is this accomplished? A key issue is funding. There are four sources of income for the independent scholar in the humanities: independent wealth, income from another profession, and charitable donations from the state or the private sector. Independent wealth is a rarity and a fortuitous one at that.

It is now my view that academic ability and professional competence play an insignificant role in the advancement of humanities graduates. Francis Peddle

A potentially substantial source of donations is from like-minded individuals who support humanistic scholarship and thinking. In the modern environment, the self-institutionalization of the independent scholar should take the form of getting Letters Patent from the federal government in order to incorporate an institute or research centre. The objects of the institute should be worded in a manner that will make possible its registration as a charitable organization under the Income Tax Act. Individuals, corporations, and other foundations would then receive a tax deduction when donating to your organization. With several other humanists I have created such a charitable organization. It is called the Institute of Speculative Philosophy. I intend it to be the main conduit for my writing and teaching in philosophy.

The federal research granting councils can also be a source of income for independent scholars. Research grants have been available for "private scholars" from the Social Sciences and Humanities Research Council of Canada (SSHRC) since the early 1980s. These grants are not insignificant. For instance, in history last year twenty-one grants were awarded to independent scholars, totalling $797,577. Other funds are also available from SSHRC, through such programmes as the Aid to Scholarly Publications Programme, which is administered, in part, by the Canadian Federation for the Humanities.

While many of the SSHRC programs are laudable, there are fundamental flaws in them, especially as they relate to independent scholars. I note that an independent, non-university-based scholar has yet to sit on one of SSHRC's Adjudication Committees for research grants. Until this situation is rectified, the perception will remain that the odds of getting a research grant are tilted against non-university-based scholars.

We need to devise a financial, administrative, and review structure that will assure scholars of a relatively secure future if they devote themselves to the advancement of knowledge and culture, and prove themselves capable of contributing to the scholarly community during their undergraduate and postgraduate years. After the completion of postgraduate studies, the reliance for such security on the universities should be loosened. The same principles of reviewing scholarly work should apply to both university and non-university-based scholars, though at present a more strict review system should be applied to tenured professors.

Elizabeth Trott, Department of Philosophy, Victoria College, University of Toronto

Common employment "buzz-words" are "salaries", "career paths", "promotional opportunities" and "perks". Presumably one makes career choices with these in mind. Contractual employees in academia do not have the opportunity to make these kinds of choices. They largely teach and do as they are told. If you want to work, you work at what is offered to you. One doesn't negotiate a starting salary; one doesn't have a career path ahead.

Wise persons these days invest their money, and property is an all-time favourite. Contractual employees, unless they are part of a familial network with steady income on a spouse's part, or they have some other marketable skill, seldom buy property. There is seldom enough money left over from a baseline salary to save, and the next job may be two thousand miles away. In some sense one chooses temporary lodgings. In the same sense hired farm labourers "choose" the barracks that they sleep in, and transients of no fixed address choose the bench on which they huddle for the night.

Career-path academic persons angling for the comfortable futures, of course, "make plans". They plan vacations; they choose conferences to attend; they may even organize a family life with regular hours and evenings out. Contractually limited term appointments seldom contemplate these plans. Not knowing where the next dollar is coming from, they "choose" to accept all available work. This could mean teaching an extra course on short notice and always teaching summer courses. Any spare time is used to prepare the next set of courses to be taught. Conferences attended will usually be those at which they are giving a paper (and for which they may obtain funding).

The contractually limited part-timers are extremely imaginative and academically street-wise. They have to be.
Elizabeth Trott

Constant scrambling for work and saying yes to every request means long, long days and long, long weeks. Constant upgrading is going on because of an ever-shifting curriculum that one may have to teach. Writing (which requires library time and research) is extremely difficult. It is not impossible but is certainly not relaxed, contemplative or thorough.

The plight of the wandering scholar is the model of the plight of the university: drifting from one handout to another, changing directions and standards on a whim, and trying to be everything to everybody. Not knowing where the next dollar is coming from, the wandering scholar and the university smile incessantly and stretch their capacities to the limit. Without a clear goal, a vision, a purpose, neither can really justify its existence. Platitudes about excellence and world class become justifactory rhetoric. Claims about the dignity of the life of the mind and the pursuit of truth and justice illustrate terribly the huge gap between theory and practice. Truth becomes an elusive butterfly whose status and value change with every dollar handout. And ideas such as truth, being puppets of market realities, are shrugged off. The travelling scholar loses faith in her/his world. The university sells out its integrity.

De gauche à droite assis/Left to right seated: Elizabeth Trott (University of Toronto), Francis Peddle (Private scholar, Ottawa), Hélène Bibeault (Université de Montréal). Debout/Standing: Nicolas Kaufmann (Université du Québec à Trois-Rivières)

The numbers game: what are the real trends? Questions statistiques: quelles sont les véritables tendances?

The purpose of this session was to allow participants to base their discussions on agreed statistical evidence. The sessionachieved this but also went beyond it in that it raised issues of enormous magnitude, not only for the employment of graduates, but also for the institutional structures which frame and support the humanities. Thepanelists dealt with the past, recent past, present and future. Diane Vanasse used enrolment, graduation and employment data from Québec, covering a ten-year period from 1976-1986. Margaret Laing used principally data from the National Graduate Survey of 1984, which focuses on those who graduated in 1982. David Foot based his presentation on Canadian demographic data and labour market trends.

Diane Vanasse's paper presented an overall picture in which enrolment in the humanities in Québec has increased over the past ten years, though proportionately less than in other disciplines. Humanities are expected to represent a still-smaller proportion of total Québec university enrolments by the year 2001, and the number of humanities faculty positions is also going to decline.

As for the employment picture, the Québec data are not, in general, different from those for Canada. As pointed out by Margaret Laing, graduates do better than non-graduates, but the 1984 survey showed that by comparison with all graduates, the sub-set of those in the humanities are under-represented in full-time and continuing work and over-represented in part-time work and unemployment. Although more humanities graduates than those from other fields confess to having enrolled in their programs of study for love of learning, they are no different from other groups in having about one-third of their number dissatisfied with the employment in which they find themselves two years after graduation.

Questions of motivation and job satisfaction apart, it is the employment data that reflect the problem which gave rise to the Forum. It seems that the problem was, in fact, correctly identified. It is not clear, however, that the data which show its existence can also show where to begin with solutions. Indeed, according to David Foot, it is very clear that the data of the past forty years provide no help at all in projecting either the problems or the solutions of the next ten.

Using demographic data and summarizing them by means of the age pyramid, fertility rates, population growth and labour market trends, David Foot showed the irrelevance of past data for a new decade—a decade in which labour will be scarcer than capital, new entrants less numerous than mid-level position seekers, and organizational promotions less available than horizontal transfers. The bright side of these changes is that the kind of abilities developed by a training in the humanities will be in greater demand than ever before. The dark side is that the greater demand will be quite unlike the demand which we have learned well how to satisfy in the past. It will be a demand for courses, not programs of study. It will come from people in their thirties and forties who will want part-time study, who will find traditional admissions criteria increasingly irrelevant, and who may be as concerned with the application of learning as with its acquisition.

Diane Vanasse, Démographe et Officier de recherche institutionnelle, Ecole des Hautes Etudes Commerciales, Montréal

En 1976, il y avait 2100 étudiants inscrits aux études supérieures en études humaines au Québec. En 1986 il y avait un peu plus de 2800, une augmentation de plus du tiers. Mais, pendant ce temps, les autres domaines ont connu une augmentation plus importante, de plus de 70%. Ainsi, les études humaines, qui comptaient pour 19% des inscriptions aux études supérieures à temps complet en 1976, ne comptent plus que pour 16% en 1986.

A temps complet comme à temps partiel, les femmes sont maintenant majoritaires dans les études supérieures en études humaines: 55% en 1986 par rapport à 46% en 1976.

Dans les années récentes, les inscriptions au 1er cycle à temps complet en études humaines ont représenté de 10 à 11% des inscriptions totales et les femmes y ont compté pour plus de 70% des inscrits.

Il s'est décerné un peu plus de quarante doctorats en études humaines en 1976: en 1986, on en trouve plus du double. Pendant ce temps, dans les autres disciplines, on est passé de 250 à un peu plus de 400. La croissance a donc été plus rapide en études humaines que dans les autres domaines: 17% des doctorats en proviennent en 1986 par rapport à 14% en 1976.

A condition de ne pas espérer faire carrière à l'université, les perspectives d'avenir pour les diplômés en études humaines sont meilleures qu'auparavant. Diane Vanasse.

Le nombre de maîtrises décernées en études humaines est passé, lui, de 471 à 595 entre 1976 et 1986 soit une augmentation de 26%, mais, dans les autres domaines, alors que l'on décernait un peu plus de 2075 maîtrises en 1976, on en a décerné presque 4000 en 1986. De sorte que, contrairement au doctorat, la part relative des maîtrises en études humaines a diminué, passant de 19% du total en 1976 à 13% en 1986.

Le nombre de baccalauréats décernés en études humaines au cours de cette même période n'a presque pas bougé et se situe en 1976 comme en 1986 autour de 2100 par an. Comme dans les autres disciplines, il y a eu 5000 baccalauréats de plus en 1986 qu'en 1976, la part des études humaines n'étant plus que de 9% en 1986 par rapport à 13% en 1976.

Grâce aux enquêtes menées par le M.E.S.S. appelées Relance à l'Université, on a une bonne idée de l'intégration au marché du travail des diplômés universitaires des 1er et 2e cycles depuis 1980. Il n'existe malheureusement pas de données sur les étudiants du 3e cycle. Le Ministère vient tout juste de rendre disponibles les résultats de l'enquête menée à l'automne 1987 auprès des diplômés de 1985. Notons d'abord que les diplômés en études humaines poursuivent plus souvent des études que les autres diplômés, la proportion d'entre eux qui cherchent à intégrer directement le marché du travail après le 1er cycle est donc faible.

Alors que 85% des détenteurs d'une maîtrise et 80% des détenteurs d'un baccalauréat travaillent dans leur domaine d'études, les proportions correspondantes chez les diplômés en études humaines sont bien plus faibles: 73% pour les détenteurs d'une maîtrise en histoire ou en philosophie, 62% pour les détenteurs d'une maîtrise en lettres, 55% et 50% pour les bacheliers en lettres et en "humanités". Cette situation n'est pas nouvelle. Depuis 1980 au moins, les diplômés en études humaines connaissent un taux de chômage supérieur à celui des autres diplômés universitaires et la correspondance entre leurs études et leur travail est largement inférieure à la moyenne, sauf en traduction où elle est plutôt bonne. Les difficultés d'intégration au marché du travail ont été énormément accrues par la crise économique de 1982-1984. En 1987, la situation des diplômés en études humaines est bien meilleure que celle des années antérieures, meilleure même qu'avant la crise, d'après les données partielles publiées au sujet des diplômés de 1975 et de 1978. Serait-ce le début d'un retournement de tendance?

Ajoutons que par rapport aux autres, les diplômés en études humaines détiennent moins souvent un emploi permanent et un emploi à plein temps, surtout quand ils travaillent dans les secteurs public et parapublic. Pour ceux qui travaillent à plein temps, le salaire annuel moyen des bacheliers en études humaines, deux ans après la fin de leurs études est de 22,000$ environ, soit 20% de moins que le salaire moyen de l'ensemble des diplômés. Le salaire moyen n'est malheureusement pas encore disponible par domaine d'études au niveau de la maîtrise.

Comment se présente l'avenir? Comme une diminution du nombre de diplômés de 1er et 2e cycles en études humaines est prévue, on peut croire que les possibilités d'emploi par diplômé seront plus nombreuses. En effet, un plus petit nombre de diplômés seront à la recherche d'emplois dans des secteurs où les perspectives de croissance sont bonnes.

Ainsi, selon le Modèle québecois de prévision par profession, d'ici 1995, les professions liées à la culture devraient connaître un taux de croissance supérieur à la moyenne (2,4% versus 1,9% par an). Il y a donc de bonnes pespectives d'emploi pour les écrivains et les traducteurs de même que pour les professionnels concernés par la production et la diffusion de la culture.

Quelle sera l'évolution du corps professionnel en études humaines d'ici quinze ou vingt ans? En 1986, les professeurs d'université en études humaines ne comptent déjà plus que pour 13% du corps professoral du Québec: les perspectives à ce sujet ne sont pas bonnes et on peut se demander combien ou quand les 90 nouveaux docteurs en études humaines de 1986 trouveront place à l'université. On peut prévoir une stagnation sinon une diminution du nombre de postes de professeurs en études humaines, phénomènes qui entraîneront un vieillissement rapide d'un corps professoral déjà plus âgé que celui des autres disciplines en 1985.

Pour conclure, rappelons que les diplômés en études humaines ont connu de grandes difficultés à s'intégrer au marché du travail dans un emploi où sont utiles les connaissances et les habiletés acquises dans leur domaine d'études. Cependant, comme ils seront moins nombreux à vouloir pénétrer un marché du travail qui leur offrira, dans certains secteurs, plus de possibilités d'emploi et, à condition de ne pas espérer faire carrière à l'université, les perspectives d'avenir du placement de ces diplômés s'annoncent comme devant être meilleures qu'auparavant.

Margaret Laing, Research Analyst, Policy and Analysis Division, Post-Secondary Education Branch, Secretary of State of Canada

Diane Vanasse, Ecole des Hautes Etudes Commerciales, Montréal

Margaret Laing, Department of the Secretary of State of Canada

The data presented in this paper provide a snap-shot view of the labour market outcomes of university graduates at two time points: June 1978 and June 1984. The data is based on Job Market Reality for Postsecondary Graduates, published by Statistics Canada in 1981, and The Class of 82, published by Secretary of State in 1986. The findings are limited to the particular time frame in which the data was collected. While this provides an accurate picture at that moment, it cannot predict the outcomes for these graduates beyond the two-year point after graduation, nor does it reveal the labour market experiences of more recent university graduates. Two new surveys will address these issues. The 1982 graduates, who were originally surveyed in 1984, were surveyed a second time in 1987, five years after graduation in 1982. This will reveal if the early trends noted in 1984 were maintained or reversed over the long-term period of five years. Another survey of graduates two years after graduation was conducted in 1988 using 1986 graduates. Data from this survey will be available in 1989. In addition, a third data source is available: the 1986 census in which respondents were que-

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ried about their education, including level and field of study. Since data on labour market participation were also collected in the census, it is possible to examine the occupations and industries which employ humanities graduates.

In 1976, 16% of all degrees in Canada were awarded to graduates of the humanities. The majority (87%) of humanities degrees were granted at the bachelor's level, and over half were earned by women (58%). Two years later, in June 1978, the majority of humanities graduates were in the labour force — only 9% were not. Among humanities graduates in the labour force, 82% had full-time employment, 7% worked part-time and 11% were unemployed.

As compared to students in other disciplines, humanities graduates were primarily interested in the intrinsic satisfaction of studying an academic discipline.
Margaret Laing

However, for humanities graduates who had full-time jobs, the picture was not always good: only one-quarter were in jobs related to their field of study, yet over three-quarters felt it was important to have a job related to their field; and close to half (46%) were underemployed in jobs with no degree requirement. Among those employed full-time, humanities graduates did not do as well in the labour market as graduates of other fields of study.

The 1984 survey reflects the changes which occurred within the humanities over the time period between 1976 and 1982: the proportion of degrees awarded in the humanities declined as a proportion of all degrees granted (13%), and women increasingly dominated the field (64%). A comparison of the labour market outcomes of the humanities graduates of 1982 and graduates from other fields of study, reveals a pattern similar to that found in 1978. Graduates in the humanities are more likely to be unemployed and, when they do work, it is more likely to be in part-time jobs than in full-time jobs.

Using a number of labour market indicators, we examined the labour force activities of humanities graduates two years after graduation in June 1978 and June 1984. Graduates of the humanities were shown to be less successful in the labour market than other university graduates from most other fields of study. In 1978 humanities graduates had higher levels of unemployment and part-time work and lower levels of full-time employment. They were also more likely to be underemployed and to be in jobs not related to their education. A similar pattern was observed in 1984. When the results of both surveys were compared, the biggest change over time was not in the unemployment rate but in the level of part-time and full-time employment: the former almost doubled while the latter declined by 6%. Underemployment among full-time workers remained stable over the six-year period as did the proportion of graduates in jobs related to their education.

However, despite the fact that humanities graduates had more difficulty finding jobs in which they could fully utilize their education, they were not more inclined to regret studying in the humanities. Perhaps this is related to the fact that they are motivated by different values when choosing a field of study compared to graduates in other university programs. Their choice of a field of study was not dominated to the same extent by career considerations. They were clearly less interested in using their education to improve their career prospects and in acquiring skills and knowledge specific to a particular occupation. In contrast, they were primarily interested in the intrinsic satisfaction of studying an academic discipline. This would help to explain why these graduates are not more likely than other graduates to regret their choice of field of study even though they are less successful in the labour market.

What kind of jobs did humanities graduates occupy in June 1984? Teaching is the most important occupation (62% of PhDs, 25% of MAs, and 27% of BAs). In second place comes management (13% of BAs and MAs, and 10% of PhDs were in this occupation). Then came jobs at the clerical level (higher for BAs at 15% as compared to 6% and 3% for MAs and PhDs respectively) and positions such as librarians, archivists, educational and vocational counsellors and work in museum sciences.

The data I have shown you were gathered two years after graduation. It is possible that over the long term, the labour market situation of these humanities graduates may have altered significantly. Since these graduates are not entering a well defined labour market in the way doctors, nurses, lawyers and engineers do, it may take them longer to successfully integrate into the labour market. Consequently, it may not be fair to make invidious comparisons with other graduates after a two-year period. We just don't know at the moment. However we should have an answer within approximately six months.

David Foot, Department of Economics, University of Toronto

I would like to give you an overview of what has been going on in the Canadian education system and labour market from an economic and demographic viewpoint. I will focus on the 1990s, and the punch line is going to be that the 1990s will be dramatically different from the 1970s and 1980s. So that if you look too much at the trends of the 1970s and 1980s and too much at your experiences of the 70s and the 80s, you're going to be missing the boat in the 1990s.

It was no surprise that over the 60s and 70s the education system in Canada exploded. We were educating the baby boom generation. Those born in 1947 reached age 16 and 17 by the mid-60s. Thereafter, wave after wave of baby boomers came into the education system. By the early 80s we were dealing with the big group; the labour market was flooded with bachelor's degrees. Is it any surprise that the return on a bachelor's degree plummeted? Of course it plummeted, and of course people had difficulty getting jobs. The labour market was flooded with baby boomers. Employment became a major problem.

But what has been going on over the 80s? Remarkably, in recent years, my undergraduate students have found it easier to get jobs. The back end of the baby-boom is now 22 and the bachelor's degree is beginning to become a scarce commodity again. Besides getting jobs in the next decade, graduates will also get slightly increased salaries.

New entrants into the labour force are coming from successively smaller cohorts — the "baby bust" generation born between 1967 and 1980. The labour force growth of the 60s and 70s, which gave us a lot of our cumulated placement problems of the late 70s and early 80s, has been cut in half. Labour force growth has fallen from over 3% a year to around 1.6% a year over the 80s.

Forget about the problems of the traditional student. They are going to price the market and they are going to have no difficulty getting jobs. Youth unemployment rates are already falling. But a new problem is emerging. Have you ever thought how we structure our organizations in Canada? Governments are a good example. Think of them as tall pyramids. In government, for example, we have a deputy minister, then a couple or three assistant deputy ministers, and then there might be some associates, then executive directors, and so on.

Have you ever thought what it's like to work in an organization where everybody wants to be the boss and there is no one around to do the work? That's what's coming in the 1990s. David Foot

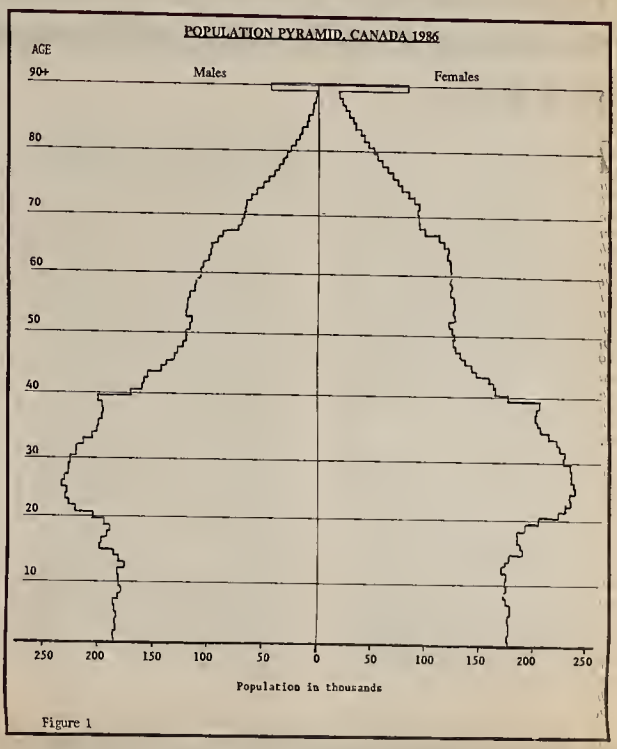

Figure 1

These pyramidal or triangular structures work extremely well when there is a triangular labour force. But the base of the population pyramid started falling in over the mid-60s (see Figure 1); so the base of the labour force pyramid is going to start falling in the mid-80s. There will be many fewer younger workers around. Structural organizations which function on the presumption that there are a lot of people at the bottom and very few people at the top work very well until there is nobody at the bottom.

Have you ever thought what it is like to work in an organization where everybody wants to be the boss and there is no one around to do the work? That's what's coming in the 1990s. The baby boomers are moving up. Have you ever tried to take an aging baby boom and move it up a triangular pyramid? It doesn't work. There is already lots of dissatisfaction springing up amongst employees aged about 35, 34, 36. They're looking at their bosses and finding their bosses are 42; they say to themselves: "I'm going to have to wait 15 years for that turkey to move on before I can have his or her job".

Corporate Canada has a real conundrum on its hands and it generally doesn't understand it. There is nowhere for the baby boomers to get their promotion. How are the baby boomers going to be motivated? Instead of linear promotions, there will have to be lateral promotions. And when you use lateral promotions, you're going to take your director of finance and your director of government business relations and your director of human resources, call them in one day and say: "Gee! Have I got the best deal for you guys! You're going to take one another's job next month. A whole new set of challenges: now get back to school and learn whatever you need to know!".

That's where education comes in during the 1990s. The plateauing baby-boom, as with the lateral moves, will require courses. And they will not be just job-oriented courses; they will be courses in subjects such as ethics. They may not want to take degrees. Don't worry about whether they will take degrees or not: that's not the issue. They don't have time to take time out from their jobs to take a whole degree, but they will need courses and they will need high-quality courses. These courses will be paid for by the employers; so, with luck, we will be able to diversify the funding base a little bit. But, we've got a problem here: if they go back to school, will they go back to community colleges or universities? The evidence seems to be that they are coming back to universities.

David Foot, University of Toronto

Prospects for strengthening humanities faculties in Canada / Comment préserver et consolider les Facultés des arts

In theory, one obvious source of employment for humanities graduates should be humanities departments. But for various reasons, humanities departments and faculties are unable to hire significant new numbers of humanities teachers and researchers. The problem is not lack of demand; in fact, humanities courses and programs are over-enrolled. The problem seems to be one of under-funding. This raises a series of questions: How can the capacity of humanities faculties to accommodate student demand be improved? How can a link be established between the satisfaction of this demand and the hiring of more humanities graduates? How can the profile of humanities programs be improved to facilitate successful competition for scarce university and government funds? These are some of the questions the five workshop panelists addressed. A sample of their comments follows.

Margaret Van de Pitte, Associate Dean (Humanities), Faculty of Arts, University of Alberta

There have been significant increases in humanities enrolments at the University of Alberta in the period from 1981 to the present: English enrolments have increased by 31%; Romance Languages by 48%; and Philosophy by 71%.

During this same period, there was a decided move on the part of both the university and the government to make the university as a whole more accessible. The result of this move is that the present student body of the Faculty of Arts consists of close to 2,000 non-matriculated adults — nearly one-third of the student population.

Humanities enrolments have also increased because of an increasing call on the services of the Arts Faculty by some of the eighteen faculties which make up the university. Ever-increasing service demands have had a profound effect on our humanities departments. For example, the Department of English of late has found itself teaching as many as 3,000 students in one multi-sectioned introductory course. The Department of Philosophy developed offerings in Medical Ethics and Business Ethics to meet particular concerns, and also designed and offered several general interest courses such as Philosophy of the Environment and Philosophy and Technology to function as options for non-philosophy majors.

This has put pressure to the breaking point on some departments (not to mention many individuals). Staff are often overworked, morale is further sapped, and the quality of instruction further compromised. Some of the most pressured departments, notably English, Classics, Philosophy, and Romance Languages, are now starting to dig in their heels and are refusing to accept students beyond the number they can effectively instruct in accord with reasonable pedagogic criteria.

We are far short of having the personnel and resources, or even the physical plant, to accommodate any increase in enrolment. We are in fact moving to decrease enrolment as quickly as possible. We have no choice — we have seen what happens to the quality of education when enrolments in the university rise by 15% while funding increases by 6% (factoring in inflation), as has happened in the past four years.

We are discussing whether we should become a quota faculty, thereby achieving overnight the reduction in student body that will come gradually because of more stringent entrance requirements. Many of us are apprehensive about going that route. This is primarily because we believe that there will be continuing pressure by adequately qualified students from the other institutions in Alberta who will be attempting to "transfer in" after two years preparation elsewhere in programs with a strong humanities component. It just goes against the grain, whether we do it now or later, to deny qualified students access to our humanities offerings. However, the other alternative — finding adequate funding — strikes most of us as well-nigh impossible.

André Daviault, Doyen, Faculté des lettres, Université Laval

A la Faculté des lettres de l'Université Laval, toute notre stratégie est tournée vers un objectif qui est celui de la revalorisation des sciences humaines.

Nous savons que dans les sciences humaines le sujet est identique à l'objet, le sujet est modifié par son étude, par la morale qui le dirige, par l'expression artistique, source de bonheur fondamental. Nous savons cela et nous devons le propager.

Ce discours élevé doit être accompagné de discours plus pragmatiques, qui doivent comporter trois axes principaux: proposer des solutions pour obtenir une meilleure orientation de l'étudiant tenant compte des perspectives offertes par le marché du travail; pour obtenir une meilleure préparation du futur diplômé pour mieux répondre aux exigences du marché du travail; pour obtenir une meilleure intégration au marché du travail.

Nous tâchons de renouveler nos programmes de façon à en favoriser le décloisonnement (mais cela est une problème plus québécois que canadien) et aussi de façon à réduire l'hyperspécialisation au 1er cycle.

Nous explorons de nouvelles pistes en mettant sur pied de nouveaux cours de formation professionnelle comme la muséologie et l'archivistique.

Quant à la problématique linguistique québécoise et la mauvaise qualité du français écrit et parlé, notre Faculté a conclu un accord de collaboration avec le quotidien le plus répandu de la région, qui a permis de mettre sur pied un cours hebdomadaire de français écrit, destiné au grand public; ce cours, qui a accueilli un millier d'inscrits, a rendu de grands services; grâce au support financier de commanditaires, nous avons pu lancer un concours "Lettres en jeu" avec de nombreux prix pour les gagnants: cette manifestation, tout en faisant parler de nous, a suscité un regain d'intérêt pour l'érudition artistique, littéraire, historique, géographique ou linguistique.

Nelly Martinez, Immediate Past Director, Humanistic Studies Program, McGill University

The Humanistic Studies Program at McGill University was created in the early 70s. It now includes close to 150 students. Our handbook reads: "The program is based on several fundamental premises: that sometimes the boundaries between specialized disciplines prevent students from perceiving the continuity of knowledge; that literature and language and the arts are no less vital to knowledge than other disciplines; that some facility in languages is an essential part of the expression and transmission of ideas; and that the concerns of the sciences are complementary to the concerns of the humanities".

Recently, a representative of an international insurance company informed a former director of the Humanistic Studies Program at McGill of the company's plans to set up particular scholarships aimed at students who prefer a more broadly based, humanistic kind of education. It appears that these companies are in need of precisely the type of students we graduate from our Program — students who are fluent, or fairly fluent, in one or more foreign languages; who are broadly educated rather than specialized; and who are fairly comfortable in an international milieu.

Jean Proulx, Secrétaire, Conseil supérieur de l'éducation du Québec

Pour rétablir un sain équilibre au niveau des CEGEPS et des universités québécoises entre les sciences de la nature et les mathématiques d'une part et les sciences sociales et humaines d'autre part, le Conseil supérieur de l'éducation a proposé au ministre au moins quatre grands thèmes d'action de relance, au sein même du système d'éducation. Premièrement, c'est certain que les sciences sociales et humaines ont à rétablir une estime de soi positive, la confiance en soi dont on parlait ce matin. Elles ont à réaffirmer qu'elles sont nécessaires dans la société actuelle, dominée par les technologies et les sciences de la nature; elles ont à réaffirmer leur place, leur statut, leur nécessité en terme de réflexion, de nécessaire fonction critique dans cette société. C'est évident que le système d'éducation lui-même doit aussi retrouver cette estime à l'égard des sciences sociales et humaines.

Deuxième voie de relance: les sciences sociales et humaines ont besoin d'une amélioration en général de leurs programmes d'étude. Dès le niveau secondaire, alors qu'il y a des cours obligatoires enrichis en sciences de la nature, il n'y en a pas en sciences sociales et humaines. Aussi, il faudrait, dès le secondaire, des cours à option de meilleure qualité. Au collégial il y a un problème de cohérence: il va donc falloir de mieux en mieux établir une cohérence des programmes de sciences sociales et humaines, et les orienter vers ce qu'on appelle la formation fondamentale.

A l'université, on démontre très souvent le très grand nombre de programmes spécialisés en sciences sociales et humaines. Nous pensons qu'on doit s'orienter vers une réduction de ce nombre et vers une déspécialisation de ces programmes.

Enfin, et voilà sans doute le point névralgique: une révision des préalables. Il y a plusieurs préalables fixés, déterminés en sciences de la nature qui sont finalement des préalables nettement artificiels, qui sont là comme facteurs de sélection. Et ce sont ces préalables en sciences de la nature qui contribuent à poser le problème des sciences sociales et humaines dans le système d'éducation. Les préalables exigés doivent être justifiés par les règles mêmes d'apprentissage. Les autres sont artificiels. Réduire au minimum nécessaire et justifiable ces préalables.

Enfin, nous pensons qu'il est important que le système d'éducation clarifie ses objectifs, spécialement à l'égard de l'accessibilité. Présentement, les sciences sociales et humaines jouent cette fonction d'accessibilité par leur grande ouverture à la masse des étudiants. Nous pensons que si l'on établit plus de cohérence et plus d'exigences au sein des programmes de sciences sociales et humaines, il va falloir que d'autres mécanismes jouent cette fonction d'accueuil.

Chauncey Wood, Dean, School of Graduate Studies, McMaster University

The Arts and Science Program at McMaster was created because it was thought that our university had students specializing too soon, and too narrowly. Exposure to a broader selection of both the arts and the sciences was necessary. The Program has been immensely successful. It has allowed McMaster to attract a greater number of first-rate students. Students apply to this Program because it is the only one of its kind. The Arts and Science Program has more students with a 90% average than any other program in the university, whether in humanities, social sciences, engineering or science.

Under the Program, students can major in a combination of arts and sciences and English, arts and sciences and history, arts and sciences and political science. The majority of the students are now choosing such joint options somewhere in the second or third year, and the majority of those, in turn, choose humanities for the other part of the joint option. A number of these students have gone on to graduate school in various humanistic disciplines.

The essential message, I think, is that if you want to help a humanities faculty compete for resources, any unique program will call attention to your university. If that unique program involves the humanities, I think you are going to get individuals who really wanted to major in the humanities, but because of their perceptions of the job market, felt they should get degrees in other fields.

De gauche à droite/Left to right: Eleanor Rogers (Queen's University), André Daviault (Université Laval), Nelly Martinez (McGill), Jean Proulx (Conseil supérieur de l'éducation du Québec), Margaret Van de Pitte (University of Alberta) et Chauncey Wood (McMaster)

Renovating faculty structures and hiring practices / Rénovation des structures universitaires

The workshop on "Renovating Faculty Structures: Early and Mandatory Retirement, Tenure and Hiring Practices" brought together representatives from across Canada who acted as spokespersons for various interest groups. Rather than select long excerpts from the presentations of the six speakers, CFH has chosen to use the workshop leader's synopsis of the discussions and illustrative quotes from the participants in order to capture better the tone of the workshop.

Dans cet atelier, on a surtout parlé des problèmes de retraite anticipée et de retraite obligatoire; il a aussi été question de permanence et des questions d'embauche. Il y avait six panelistes qui ont apporté à la discussion des perspectives et des expériences très variées: il a donc été assez difficile de faire des différentes interventions une synthèse cohérente. Néanmoins, on a pu identifier trois axes autour desquels se sont articulées les présentations et les interventions.

A un niveau très général, on a classé le problème de l'embauche dans une perspective très politique et plusieurs intervenants ont souligné le fait que la question de l'embauche est liée à la question plus globale du financement, ou plutôt, du sous-financement des institutions universitaires. Cette situation a un impact direct sur les pratiques d'embauche des universités et pousse les institutions universitaires à l'épargne: c'est ainsi, par exemple, que s'est développé le phénomène du non remplacement des professeurs titulaires par des professeurs à plein temps. Egalement dans cet axe politique, on a souligné le fait que la question de l'embauche était sans doute tout simplement le reflet pratique d'une question beaucoup plus générale, à savoir, celle de la pertinence des études humaines dans la société. On a encouragé les participants à réfléchir sur le fait que dans une société qui est dominée par un discours fondé sur les bienfaits de la science et de la technologie, il y a non seulement place mais urgence pour que les études humaines relèvent un défi très exigeant de pertinence sociale. Malheureusement, ce n'est pas un thème qui est revenu dans la discussion, car il n'y avait pas assez de temps pour en discuter. Donc, un premier axe, un axe politique.

Un deuxième axe beaucoup plus pratique a mis l'accent sur les vertus de l'intervention sociale et de la sensibilisation du public à la question de l'embauche et des questions d'emploi des diplômés en études humaines. Et à cet effet, on a rappelé les activités de lobbying de l'Association canadienne des professeurs d'université comme un exemple d'efforts de sensibilisation, non seulement des institutions universitaires mais de la société en général.

Et finalement, un troisième axe, un axe administratif. On a évoqué en particulier trois avenues de solutions au niveau administratif. Premièrement, on a parlé des efforts déployés pour encourager et faciliter la retraite des professeurs, et c'est le représentant de l'Université du Manitoba qui a fait part de l'expérience en cours à cette université, où on a créé ce qu'on appelle des "senior scholar appointments", programme en vertu duquel on permet aux professeurs à la retraite de garder des affiliations institutionnelles, offrant par là un encouragement très net et très direct, et également très valorisant, à la retraite. Un deuxième volet de ces solutions de type administratif est la question de l'intégration des temps partiel. Intégration monétaire, puisqu'on a parlé de la nécessité d'accorder un statut prioritaire dans les pratiques d'embauche des universités aux chargés de cours qui font le pied de grue à la porte des institutions; on a également mis l'accent sur la nécessité de développer des mécanismes de reconnaissance de statut; les intervenants n'ont malheureusement pas eu le temps d'élaborer plus avant sur cette question. Et finalement, un troisième volet de cet ensemble de solutions à caractère pratique: on a parlé de l'équité des pratiques d'embauche et on a mis l'accent sur le fait que c'est un problème qui doit attirer de plus en plus l'attention des syndicats et des administrations universitaires.

En gros, les problèmes ont été bien identifiés, relativement bien documentés, mais les solutions encore mal articulées. On a eu des exemples d'avenues à exploiter, en train d'être exploitées, mais les solutions ont été peu fouillées, et c'est sans doute l'indication qu'il y a encore beaucoup de travail à faire pour résoudre cette problématique.

Commentaires des intervenants

Pierre-Yves Boucher, Associate Executive Director and Legal Counsel, Association of Universities and Colleges of Canada

While the concept of tenure is under constant assault by the business and political community, it is essential to the pursuit of university and academic objectives.

I challenge any of those who would challenge tenure to "stack up" tenure against judicial tenure, regular or permanent public employment, or job security in a unionized context. The possible answer to the problems of access to academic careers by humanities graduates lies in two areas: demand and funding.

Brian Fijal, Associate Vice-President (Administration), University of Manitoba

We have a high percentage of tenured faculty. Faculty is aging and occupying increasingly the higher end of the broad salary structures. Faculty associations have been largely successful in negotiating provisions that ensure virtual life-time job security for its full-time members, short of institutional financial catastrophe. The ability of universities to meet new program needs and create new jobs through redeployment of its resources is severely limited. University operating budgets are about 80% funded from provincial governments and more than 80% of universities' budgets go to salaries.

So universities are compelled to protect the flexibility of that portion of budgets that is not committed. This has led to hiring practices that have, over time, created the cadre of part-time and sessional positions which do not require long-term financial commitments.

This practice, while working to the detriment of graduates in the humanities, in my view works also to the detriment of universities. One cannot expect the same degree of commitment from individuals to whom the institution is not offering a secure future as they receive from full-time people to whom that commitment has been made. It also represents poor human resource planning from an institutional perspective.

In 1985, the university established an early retirement incentive program. The feedback we receive from academic staff inquiring about early retirement suggests that the greatest disincentive to retirement for academic staff is the fear of being cut off from academic life. For many faculty, their work is an avocation rather than a vocation. They do not want to give it up. To address this issue the university established a senior scholar's program in 1984. This enables faculty who receive senior scholar appointments with the possible provision of office space and support for research and scholarly activities following retirement. To date, nineteen senior scholar appointments have been made.

David Kent, Chairperson, Committee for Professional Concerns, Association of Canadian University Teachers of English; and Department of English, Centennial College

I still do have and choose to have hope, at least for now. The Association of Canadian University Teachers of English (ACUTE), within its own limited power and influence, has done what it could to ameliorate conditions for the un- and under-employed over the last ten years. Yet the legacy remains. Professor Leyerle used the "river of time" as an image in his presentation. I would combine that with an image from "Who's Afraid of Virginia Woolf?" and just say that I'm afraid there is still blood under the bridge.

Indhu Rajagopal, Division of Social Science, York University

I want to put it to you that a discussion of renovating faculty structures is not serious unless it addresses the issue of the part-time faculty. Why? Because part-time faculty comprise one-third of all faculty in Canadian universities. At some institutions, the combination of part-timers and graduate teaching assistants is probably doing as much as one-third of the undergraduate teaching.

Unfortunately, just how many part-timers we have, and exactly what they are doing, are not known. For some reason, Canadian universities do not want to think about their part-timers. It may be that they hope the part-timers will go away if they are not acknowledged, or that they consider the use of part-timers to be a short-lived phase on the road to some happier normality. I am currently involved in a study of part-time faculty in Ontario. That project has again demonstrated to me the invisibility of part-timers at most institutions.

For universities, the unit cost of teaching with part-timers is a lot lower than it would be with full-timers. But there is more than just a cost difference. Part-timers are also systematically assigned a lower status in their universities. Full-timers control research production and academic curriculum; they regulate the standards by which scholarship is evaluated; and they control almost exclusively the hiring of both full and part-time faculty. Thus, the part-timers have no voice in the university's decision-making bodies and remain the victims of salary, professional, and social discrimination.

At York, although only twelve positions were opened up for a defined pool of sixty long-service part-timers, the University's "affirmative action" program has been a step in the right direction. By being both positive and careful, the university has been able to respect its own hiring standards while regularizing the status and recognizing as a continuing contribution the work done by its longest-serving intensive part-timers.

Governments have marginalized the universities' funding; the universities have responded by marginalizing their academic labour. This is neither academically nor professionally responsible, and the universities should not be doing it.

Laval Rioux, Vice-président, Fédération nationale des enseignants et des enseignantes du Québec

Les universités québécoises sont contre l' "inbreeding" institutionnel qui favoriserait l'embauche de diplômés formés par l'université recrutante; on recherche les sommités ou éminences internationales par toutes sortes de promesses et séductions; on pratique le jeu de la chaise musicale par l'échange de professeurs déjà détenteurs de postes ailleurs. On ne parlera pas des affichages semi-publics ou des descriptions de postes à profil très singulier ou encyclopédique. On fait des banques de candidats qui ne servent qu'au non-remplacement temporaire, sans promesse de continuité.

Donald Savage, Executive Secretary, Canadian Association of University Teachers (CAUT)

The Academic Freedom and Tenure Committee of CAUT has been receiving more and more complaints from women who have been denied appointment in circumstances which they regard as discriminatory.

CAUT, at its last Council meeting, adopted an interim policy on fair-hiring procedures. One of the central ideas of this document is the creation of a university-wide appointments review committee. That is also part of the strategy for positive action for women.

CAUT opposes mandatory retirement and favours flexible retirement.

De gauche à droite/Left to Right: Laval Rioux (Fédération des enseignants et des enseignantes du Québec), Brian Fijal (Université du Manitoba), Pierre-Yves Boucher (Association des universités et collèges du Canada) et Louise Dandurand (Conseil de recherches en sciences naturelles et en genie)

De gauche à droite/Left to right: David Kent (Centennial College), Indhu Rajagopal (York University) and Donald Savage (CAUT)

Marketing the humanities graduate: tips from the private sector / Conseils du secteur privé aux diplômés en études humaines

The Forum benefitted greatly from the active and extensive involvement of representatives from the private sector. They injected a good deal of the pragmatism needed to identify realistic employment expectations and solutions for humanities students — especially those not planning to seek employment within academia. It was particularly helpful to get their views on the following issues: whether or not current support by chief executive officers (CEOs) for hiring humanities graduates in business is shared by directors of personnel who do the hiring; how humanities graduates should go about marketing themselves; in which sectors or types of enterprise should these graduates look?

John Pané, Central Guaranty Trust Co.

John Paré, Senior Vice-President, Human Resources, Central Guaranty Trust Company of Canada, Toronto

We are not rushing headlong to hire humanities graduates. They are seen as part of the current hiring mix. But the majority of those we hire are graduates with a business-related background. We doubt the immediate employability of new humanities graduates; we're unsure about their commitment to the working world, about their real interest in the company and the seriousness and sincerity of their commitment, their attitudes, work habits, etc. We are hesitant about taking on members of a "different" culture.

We need assistance if humanities graduates are to make the smooth transition into the business world. Career counselling, internship programs and career preparation programs for humanities students would all help to make humanities graduates more attractive as business employees.

To compete with business graduates, humanities graduates must develop a competitive edge or competitive advantage — whether in attitude, computer skills, summer business experience, preliminary knowledge of the company to which they are applying, the graduates' place in the organization, etc. With such an advantage we would be more likely to consider the "whole person" — the ability to learn, as well as the content of what the graduate has learned.

CEOs are concerned with long-range planning and need to be visionary in their strategic thinking. Their perspective may include a recognition of the advantages of humanities employees in the company. But often those at the managerial level have to meet short-term needs; we have to fill job vacancies quickly. Often we cannot afford to be visionary — we have to slot quickly. We need people with a well-defined expertise or immediate work application or experience. Sometimes we cannot afford to train — to invest in training and development — to develop potential, especially at this difficult stage in our corporate history.

We say to universities: involve us. We want to participate. One Ontario university's engineering faculty invites an oil company's recruiters to an annual get-together at the university. Humanities faculties need to do the same with us. Let's discuss our worlds — yours and mine. We need to become knowledgeable about each other's world and break down the barriers of our exclusive views.

Cheryl Dipenta, Assistant Vice-President, Public Affairs, Bell Canada, Toronto

The way you reward yourselves in the academic world, the way you give yourselves tenure, and the way you give yourselves promotions — the whole reward system that supports what you do — has to be consistent with the new inroads you are trying to make in the private sector. If producing papers and gaining the recognition of your learned colleagues is the most important thing you do, and that is how you are rewarded and paid, what is the incentive for you to teach your students to live in the real world?

I just want to remind you that John Paré does not speak for all members of the business community. I personally was incensed at half of what he had to say on the second day of the conference. The one thing that bothered me most of all occurred when he said that the humanities have to develop a competitive edge. Humanities have the competitive edge; the problem is that humanities students don't know it.

Placement organizations need to do a better job — take a more pro-active role in preparing students to meet the business world. Very basic things: how to fill out an application form; how to dress for a career fair; how to dress for an interview; how to conduct an interview; how to handle yourself when there is a business person. They need to go out there and grab the humanities graduates and say: "This is reality. This is what is required". Business students get a dose of that all through their studies; humanities graduates typically don't.

Raoul Korngold, Directeur adjoint, Direction de la formation, Lavalin Formation, Montréal

I am responsible for managing projects, and in this situation when you have to address the demands of the client, you have to seek the person whose qualifications, background, image, presentation, and capabilities fit in the best possible way the particular position that has to be filled. The fact that an individual has a liberal arts background may often be an advantage.

But like Mr. Paré, I say: "What are you all about? Come and tell us that you learned already about us, that you know what we are all about. Tell us in what way you can be useful to us!" And then we will say: "OK, he did his homework; she did her homework; she knows what she is talking about. Now I can go into the nitty-gritty of things and start talking about where she can fit in".

The most important attribute right now is the ability to communicate. But do your students know it? Do they come and say: "One of my main abilities is to expound on any subject you can give me in three pages or thirty pages in the best English possible"? That is what business, our industry needs. We have to be clear and concise when we are submitting our proposals, or our reports, or our views, or our conclusions.

Dianne Hall, President, Ivy-Hall Investments, Vancouver

I have to say that if you are a humanities graduate and are uncertain of your place in the business world, just think of it in the way that if you are a woman and also a humanities graduate, you've got double trouble.

A very important area that has not been dealt with well in Canada, and which needs to be marketed to business, is the training of employees travelling internationally. As more and more business develops in Pacific Rim and Third World countries, Canadian businesses must be better equipped to deal in foreign languages and foreign cultures. Language skills are almost non-existent in most English-speaking Canadian firms, and far too many errors are made in dealing on the international scene. I've seen it personally; so I am confident of what I am saying. The image of the ugly American fits Canadians abroad quite well; so we should not be smug.

Business ethics is another important area, and as women gain more power in our society, I think ethics will become much more of an issue, not only in business, but also in politics and education. Someone is going to have to define those ethical boundaries and I doubt it will be the technocrats. Society as a whole needs people like you to help define and come to grips with some of these very important questions.

Beatrice Olivastri, Executive Director, National Survival Institute, Ottawa

There are 53,000, probably more than that now, registered charities in Canada. There are also voluntary groups that are not charities. Within our sector, there are 173,000 paid employees, with $1.7 billion in wages. You can see the value added to the GNP. We like to compare our contribution to the economy as about equivalent to the construction industry in Canada.

There are quite a few ways to proceed towards a career in the voluntary sector or just a job to gain experience. Bigger companies, and I do not know to what extent smaller ones now, are encouraging their employees to be part of the voluntary sector by promoting voluntarism internally. A bit of business time, a bit of personal time — this sort of thing. So if you are going looking for a job in the corporate sector, let's say, and you have a volunteer base, that is good experience to have on your C.V.

Cheryl Dipenta, Bell Canada

Leonard Park, Vice-President and Corporate Secretary, Inter City Papers Ltd., Mississauga

What strategies are the successful humanities graduates using? I interviewed six who were very successful in business. They were all earning better than $40,000 a year — some considerably more than that. What I was told by them was this: there are a lot of jobs out there, but we had to do a lot of research. We looked at the type of organization we wanted to join. When we found the type of organization that we wanted to join, we then tried to get contacts within that organization. When we got those contacts, we tried to find out what positions were available. And we selected the position that we felt we could cope with initially. Once we got into the organization, we then started to work up the ladder.

Ross Roxburgh, Partner, Touche Ross Management Consultants, Ottawa

In our firm, we look for individuals who have a demonstrated ability to understand a complex and changing environment. As a colleague noted, we look for the ability to reframe an issue from another perspective and the ability to be creative in problem solving. We also look for people who can think strategically and who have an ability to integrate technical, human resource and financial information. Individuals must be able to communicate clearly and have the ability to listen.

Almost one out of three of our consulting staff have a Bachelor of Arts degree. In a recent Business Quarterly article in which four senior leaders of our firm came together to talk about changes in consulting, three of the four had liberal arts backgrounds. I think I would also say that of our organization consultants, probably the best in our practice are those whose backgrounds include study in the humanities.

Mixing and matching: competing for today's job / Comment trouver sa place au soleil sur le marché du travail

A number of those invited to speak at the Forum came armed with the results of surveys they had conducted on humanities or liberal arts graduates and their prospects for productive employment.

Michael Useem, the Forum's luncheon speaker from Boston University, reviewed the findings which are being published this month in his new book, Liberal Education and the Corporation: The Hiring and Advancement of College Graduates. He has surveyed the hiring and promotion practices of 535 U.S. corporations and the career profiles of 505 middle and senior corporate managers to produce confirmation of one of the Forum's key points of consensus: that while liberal arts graduates, including those in the humanities, face significant difficulties getting hired, they also possess important advantages for success in latter years within most major corporations.

Frederick Evers of the University of Guelph presented the results of work he and James Rush of the University of Western Ontario have published in the Corporate-Higher Education Forum's Making the Match: Canada's University Graduates and Corporate Employers (1986). These results, also drawn from the ongoing Phase II of the "Making the Match" project, are based on interviews and questionnaires, beginning in 1984, directed towards a sampling of graduates and corporate managers working in twenty of CHEF's member companies (as well as, during Phase II, university students and professors). The focus was on the respondents' perceptions of the skill-levels of graduates from different disciplines in various facets of business operations. One finding was that, compared with graduates in business, engineering and sciences, liberal arts students are generally perceived as having the strongest skills in areas such as creativity/innovation, adaptability/flexibility, and written/oral communication.

Damjana Bratuz, of the University of Western Ontario's music faculty, presented her observations on the under-employment of music graduates in Canada. She has surveyed 120 graduates to obtain their views on the usefulness of their degrees in their present occupation. She identified significant levels of frustration among graduates and a general "disconnection" between their potential musical achievement and contribution and current institutional perceptions of what music graduates can usefully contribute to Canadian society.

Michael Useem, Director, Center for Applied Social Science, Boston University

With humanities graduates, corporations experience what I call a "sleeper effect". It works this way. It is true, and several of the speakers this morning pointed this out, that humanities graduates, as they enter the corporate world, have a harder time getting the interview; they have a harder time in the interview process. But if they get their foot inside, then several important things begin to happen.

In one study, a group of college university graduates were followed through their first ten corporate years and asked how important, first of all, a course in English had been for them over that period of time. Secondly, this group, which had also taken courses in engineering, were asked how important their courses in, say, electrical engineering or chemical engineering had been. In the first couple of years, the utility of the English was quite low and the utility of the engineering courses was quite high; but over time, after the fifth and after the tenth years, this order was reversed. Ten years into their corporate experience, graduates are saying: "Yes, yes; those courses in writing, those courses in understanding people, the courses in history and anthropology that provide insight into thinking about how organizations operate and how the environment of my company operates — those become the kind of skills that we have to have". The mix of skills changes so that the humanities background, while less important at the start, becomes more important over time.

Why aren't more humanities graduates hired? What should universities and corporations do? On the university side, we need to make changes in policy. One change is to develop more opportunities for liberal arts students and for humanities students to pick up course work that is further afield. I have looked at the composition of course-taking by American graduating seniors, and the group that has the most narrow spread of course work of any, by far, is not the engineering students, and not the business students, and not the social science or science students, but the humanities students. Some 60% of the course work of the humanities graduate at an American university is taken within the humanities.

What do the corporations need to do? First of all the message being picked up by many parents, in particular, is that the private sector is not interested in the humanities student. And so, university students with philosophy majors often have an uphill discussion with parents at home about what their careers are going to look like. Corporate signals are very important. And this is where the nub of the problem is: the corporate recruiter is looking for entry-level skills. The middle and senior managers want people who can get that first job done, but also who can get the job done ten or fifteen years from now. But the message from the latter is too seldom getting to the former.

University placement offices throughout the U.S. complain that they hear people like Roger Smith, the chief executive at General Motors, saying: "We want more liberal arts graduates". He has given speeches with this message many times — in fact, he is one of my co-authors on a book we did on educating managers. He has a chapter in there saying: "I want smart humanists". His own recruiters, however, were out there telling campus audiences: "There is no point to major in the liberal arts; we want good engineers". Now somehow there was a failure of communication at General Motors, but that was quickly corrected because the recruiters' comments got back to Roger Smith and they had a discussion.

Frederick Evers, Department of Sociology and Anthropology, University of Guelph

Work we have done through phases I and II of the "Making the Match" project on relative perceptions of the skill competencies which result from different fields of academic training yield the following observations on the employability of humanities (and other liberal arts) graduates:

Michael Useem, Boston University

Are humanities graduates as useful to business as some senior executives say they are?

Yes, they are. A recent study of AT&T employees in the United States has found that humanities and social sciences majors have had the best overall performance compared with individuals from mathematics, science, business, and engineering. More specifically, it was found that those who had majored in the humanities and social sciences had particularly good interpersonal and oral communication skills and were assessed highly on their decision-making abilities and creativity.

If they do possess such skills, are organizations actually hiring the graduates on the basis of these skills?

Clearly arts graduates are being hired. But the numbers are probably not as high as they could be, nor as high as senior executives might advocate. Part of the reason for this lies in the fact that on-campus recruiters typically interview only engineers, computer scientists, and business students. Thus, for many humanities students the only way to get a job is through contacts or other direct approaches to companies.

What can universities and graduates do to change the situation?

Universities can make humanities graduates more attractive to private-sector employers by complementing their general skills with knowledge about technical innovations and international perspectives.

Graduates in the humanities have to be more creative and aggressive than other graduates if they want to acquire corporate employment. They have to realize that, in most cases, the employers will not come to them — they have to go to the employers.

Damjana Bratuz, Faculty of Music, University of Western Ontario

It has been said many times, in all sorts of job strategies, that lack of information is the most pressing problem of graduates seeking employment. Music students continue to have the same assumptions about society's capacity to absorb each graduating talent. Most of them have career "objectives", but no real direction.

Music students are mostly unaware — or are not made aware — of career goals outside the familiar fields of performance and teaching. They are surprised to hear that the eminent conductor Sinopoli is a trained psychiatrist; that the very efficient mayor of Florence, formerly executive director of the Paris Opera, is Massimo Bogianckino, pianist and musicologist; they are puzzled by Anton Kuerti's decision to run for political office.

Busy along the border: career counsellors and the job of finding jobs / Rôle des services de placement et de counselling

Also in attendance at the Forum were university career and placement advisors. They are the ones who carry much of the responsibility for interpreting corporate signals, identifying employment opportunities, and generally getting their universities' students in position for successful attempts to secure jobs outside academia.

Charlene Zietsma, Arts and Science Career Advisor, Career Services, Wilfrid Laurier University

Why are humanities graduates underemployed? Much of the problem lies with the fact that employers don't trust humanities graduates. Will they quit in six months to return to grad school? Will they study everything to death and never make a decision? Will they feel that earning a profit is somehow shameful, and will they thus give the merchandise away? How can they be committed to say, marketing, if they've never even taken a course in it? Do they even know what it is? Why don't they speak the language of business? Surely everyone should know about cost/benefit analyses, and Nielsen shares, and contribution margins.

Students are not blameless either. Many have a mistrust of business, possibly fostered by some of their faculty members who frequently suggest that the only honourable profession for people with real intelligence is to pursue the academic life. Students have little or no exposure to the world of work and thus seem confused, unfocussed and irrelevant.

The camps are pretty far apart. Marketing humanities graduates demands bringing them closer together. We need to dispel the myths on both sides.

Susan Stone-Blackburn, Associate Dean, Faculty of Humanities, University of Calgary

Wondering "What can you do with a classics major?" is unlikely to point anyone towards the specific career he or she would do well in. The answer is, you can do practically anything with a classics major. Not necessarily because you have a BA in Classics, but because you are the sort of person who chose to study classics instead of engineering — and because the years you spent in that study gave you valuable skills as well as knowledge that sets you apart from the crowd. Humanists have not

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been training themselves to be round pegs that fit into round holes constructed by someone else, and a satisfying career is likely to be as individual as the person who carves it out.

Opportunities for humanists are everywhere, multiplying as our world grows in complexity. The shrinking globe, which brings us more and more into contact with other cultures, increases the need for humanists. New technology demands human implementation, assessment of implications for humanity, adaptation to human realities. The breath-taking pace of technological and social change means not less need for humanists, but more. We may not even know the names of some of the careers for humanists: some of the people who are studying humanities now will move into careers that don't even exist yet. The faster technology changes the world, the more flexibility, adaptability, clear thinking, and effective communication are needed. That's what humanists have to offer.

Christine Moore, Counsellor, Counselling and Psychological Services, Dalhousie University

I have attended many conferences which have looked at the education/employment connection. This particular Forum is remarkable to me in that it has brought together three groups who have an impact on the lives of humanities students: the academics; the employers; and those in some way concerned, or charged with, easing the transition for students between the two worlds of education and work.

In my years of working in a university setting, I have learned to become extremely sensitive to the "we/they" mentality that can arise between faculty and career-related services. I recognize that many faculty in the humanities do not see it as the role of the university to worry about such things as preparing graduates for employment. Interestingly, the federal government agency concerned with providing employment services to university graduates has arrived at a similar view. In reducing services to all but severely disadvantaged youth, the Canada Employment and Immigration Commission (CEIC) is re-affirming its belief that university graduates are "job ready" — to use the Commission's terminology. On-campus offices are now closed over the summer and the specialized units dealing with professional groups have been phased out.

Johanne Vachon, Responsable, Centre de planification d'études et placement, Université du Québec à Montréal

Dans le réseau de l'Université du Québec, des enquêtes ont permis de conclure que les étudiants en sciences humaines sont satisfaits des études qu'ils ont poursuivies, même si la correspondance entre leur formation universitaire et leur travail est quasi-inexistante. Aussi, on devrait envisager d'offrir des cours qui faciliteraient l'insertion de ces étudiants au marché du travail, dans des domaines tels que: connaissance de l'ordinateur, apprentissage d'une langue seconde et initiation à la gestion. Et, pourquoi pas non plus permettre l'accessibilité à d'autres programmes? Cette opportunité favoriserait la polyvalence et permettrait aux étudiants d'élargir leur connaissances.

Marilyn Cairns, Director, Academic Advice Centre, Simon Fraser University

Why not introduce government incentives for educational leaves for business people in the final stages of their career development to study the humanities? Not only could middle-aged management personnel broaden their awareness, and faculty gain a better understanding of business practices; they could also prepare for a fuller life experience during their retirement. More personnel might even seek early retirement. Through job rotations and temporary vacancies, new employment opportunities could open up for graduates still waiting to break into the job market.

Arts co-op programmes: developing the pragmatic humanist / Programmes coopératifs dans les arts ou comment créer l'humaniste pragmatique

One of the most effective ways of preparing humanities students for employment outside the university or college, is an arts co-op program. Such programs typically combine traditional courses in the liberal arts with work terms and technically oriented courses (e.g., computer science, technical writing, business) designed to provide students with a winning combination of academic and practical skills for use in the job market.

The Forum focussed on three of the largest arts co-op programs in Canada today — those at the universities of Victoria, Waterloo and Sherbrooke. As well, Pamela Racher of the Canadian Association for Co-operative Education (CAFCE) provided background information on the overall development of co-op programs in Canada. And Patricia van der Vorm, representing the Co-operative Education Association (CEA) in the United States, reviewed current developments in American arts co-op programs.

Pamela Racher, Manager, Co-operative Education, Mount Royal College, Calgary; Representative of the Canadian Association for Co-operative Education

There are three interested parties in co-operative education: the student; the employer that has the vested interest in recruiting students; and the co-op institution that is coordinating that process and working with both of the other parties to keep the curriculum on track. Co-op represents, first of all, a competitive placement process. Students are not slotted into positions: they are able to apply for those that interest them and, through a competitive process, are hired by the employers. They are engaged in productive work rather than merely observing. They are considered employees of an organization and treated as such and are paid competitive wages.

Rajani Alexander, Co-ordinator, Arts Co-op Programs, Co-operative Education, University of Victoria

Even though the University of Victoria pioneered Co-operative Education in Western Canada in 1978, its Arts Co-op Program began quite recently, in the summer of 1987. To enter it, students must attain a minimum academic standing of B, and they must demonstrate ability in or willingness to develop the following: communication skills (written, technical, verbal, listening); research and investigation skills (defining and identifying problems); the ability to gather information sources (critical thinking, synthesis); interpersonal skills (motivation, working with a team, willingness to learn, effective interaction with peers, superiors and subordinates); others skills (languages, extra-curricular interests, visual art abilities).

Arts Co-op students concentrate in courses such as: Elementary Computing; Introduction to Business; Introduction to Creative Writing; Canadian Economy: Problems and Policies; Writing of Expository Prose; Technical Communications: Written and Verbal; Canadian Cultural Policy; History of Canada; Applied Logic I; Applied Logic II; Philosophy of Science: Social and Ethical Issues; Canadian Government and Politics; Government in Canada.

Currently, the majority of employers involved in the program break down as follows: 60% are non-profit; 24% are from government; and 16% are from the private sector (mainly small businesses). The program aims to diversify the employer base to make this distribution more even.

David John, Associate Dean, Special Programs, Faculty of Arts, University of Waterloo

The Applied Studies Co-op is the largest of Waterloo's arts co-op programs, with at present some 500 students (eight years ago there were just 25). These students are divided about equally between social science and humanities majors. The entrance requirements from high school are very high, normally an 80% average — and there is no doubt that the quality of students admitted has much to do with the program's success. All Applied Studies Co-op students take an honours program, and may major in any one of the faculty's nineteen disciplines, where they must satisfy the same honours requirements as students in the regular program. We believe strongly that our first mandate is to provide a broad liberal arts education with concentration *in* one discipline and that co-op in arts must enable, indeed must encourage, students to study in depth what really interests them, whether it has apparent direct practical application or not.

I must confess to taking great pride in seeing students majoring in such subjects as Classical Languages, Philosophy or Slavic Studies — because that is what interests them — and winning positions in companies such as IBM in direct competition with students from other disciplines and faculties. That is what this program is all about.

Co-operative education is one means already working effectively to address the problem of unemployment among humanities graduates. We should endorse and encourage such programs across the country. We should tell governments that co-op programs must be properly funded — something that is simply not the case currently. And we must insist that institutions operating arts co-op programs do so responsibly, for the attraction to initiate them is growing with student demand, whereas in most institutions the expertise and experience is lacking. Co-op should be done with full institutional commitment, or it should not be done at all.

In 1987, a careful survey of the first two graduating classes from the program was conducted. Looking back on their studies, a full 90% were satisfied that the Applied Studies Co-op had helped them to achieve their career objectives; 86% saw the program as having helped them to get a job; 93% were satisfied with the jobs that they had found. A wide variety of jobs were found, with firms such as Becker Milk (Writer/Editor/Publisher), General Motors (Communications Assistant), Mutual Life (Archives Assistant), with the federal government (e.g., Creative Services, Researcher), and with various non-profit organizations (e.g., Assistant General Manager of a cultural organization).

Jean-René Tétreault, Responsable des coordonnateurs, Programmes coopératifs, Faculté des lettres et sciences humaines, Université de Sherbrooke

En 1988, il y a environ 3200 étudiants inscrits à des programmes coopératifs sur les 10000 étudiants à temps complet de l'Université de Sherbrooke. Des centaines et des centaines de stagiaires répartis dans des programmes aussi variés que le génie, l'informatique, les mathématiques appliquées, la physique, la chimie, l'administration des affaires, l'économique, la géographie et les études françaises en font partie.

Dans cet ensemble, les études humaines occupent une place modeste: 77 stagiaires en rédaction-communications sur un total de 2775 stagiaires dans toutes les disciplines en 1988.

Placé sous la responsabilité du Département des lettres et communications, ce programme de baccalauréat en études françaises a été conçu pour former des généralistes capables de rédiger des écrits de toutes sortes: des diplômés qui révisent ou qui réécrivent des textes pour les rendre clairs, concis et adaptés à divers lecteurs-cibles. Les étudiants inscrits à ce programme s'initient aussi à la recherche d'informations nécessaires à la rédaction et apprennent les techniques de base en traduction. Grâce à la mineure en communications, les étudiants s'initient en outre aux différentes techniques des communications: journalisme, publicité, imprimé, cinéma, relations publiques, médias électroniques.

Nous pouvons créer un humaniste pragmatique dans la mesure où la préoccupation "marché du travail" est présente dans les programmes universitaires et dans la mesure où l'aspect "expérience pratique" peut être vécu.

Est-ce utopique d'imaginer et de réaliser une campagne publicitaire d'envergure nationale pour valoriser et montrer la rentabilité des gens en études humaines?

Patricia van der Vorm, Executive Director, Career Center, The American University, Washington, D.C; Representative of the Co-operative Education Association (USA)

Co-operative education for the liberal arts is a concept that is very much resisted. It's resisted by the academics; it has not grown quickly in the United States and it has not grown quickly in Canada. I know because I've been in co-op for about twelve years now and I have participated in CAFCE meetings as well as CEA meetings and I know that because the engineering minds who created co-op wanted to protect the integrity of co-operative education they resisted the idea of it being possible to bring liberal arts students into this concept. It is a much more difficult thing to do.

Rajani Alexander, University of Victoria

At American University, our arts students, once they are placed in the field, are supervised by the teaching faculty. When I go to talk to faculty about doing that, their first comment is: "How can I possibly help a student to get something out of this experience? You're asking me to help them understand what they're gaining in the field that relates back to their classroom studies, what this means in terms of their career development decision-making. I've never done that for myself; how will I help my students do that?" And it is a very difficult concept for them to understand, but for many of our faculty, it has been a renewal of energy. It gives them the opportunity to interact with the community and get some feedback about what's going on in their own professional areas and bring that knowledge back to the classroom. And it has even resulted, since we are located in Washington, in some consulting opportunities for those faculty and some new dimensions to their jobs; it's a new kind of teaching for them.

The humanities: peripheral or central to economic growth? / Les études humaines: centrales ou marginales à la croissance économique du Canada?

Des quatre participants, John O'Connor a repris de façon plus large les thèmes qui avaient été évoqués au cours des sessions précédentes, en touchant relativement peu à l'économie, qui était le thème de la plénière, alors que les trois autres l'ont abordé plus directement. Sa conclusion, que l'on retrouvera dans les autres exposés, c'est que le rôle des humanités est de contribuer aux débats politiques et aux orientations économiques en donnant une nouvelle base, en élargissant le cadre de la discussion, en apportant une perspective novatrice qui, selon ses dires, manquent souvent dans le contexte qui est celui des discussions de la société.

Robert Arn a suivi tout le parcours, le cursus honorum à l'intérieur de l'université en fait, et il s'est ensuite penché sur le rôle des humanités dans le monde des affaires. Il nous a rappelé que les doctorats en sciences ne sont pas plus en demande que les doctorats dans les humanités. Il a montré de façon très nette que l'industrie n'a pas plus de place pour un doctorat en grec que pour un doctorat en sciences pures, à moins de l'appliquer, et le grand thème de son exposé a été: comment peut-on procéder à la mise en application des humanités? Il a donné certains exemples et plusieurs statistiques touchant ce domaine-là. Il a fortement recommandé d'entamer un mouvement vers les emplois qui supposent, bien sûr, des connoissances théoriques, mois aussi de la logique et la capacité de traiter un grand nombre de données. Il a cité comme exemples de carrières où devraient réussir les diplômés en études humaines: la vente, le morketing, les domoines où il faut collaborer à la rédaction et à la formulation de certaines politiques, aussi bien dans les gouvernements que dans les entreprises.

Le troisième conférencier, Harry Chartrand a pris comme hypothèse que ce qui est vrai pour les beaux-arts au Canada est vrai aussi pour les humanités. On peut discuter de la valeur de cette hypothèse, mois elle a semblé assez réaliste aux participants. Son intervention portait sur le fait que l'on ne connoît pas la valeur économique des contributions des artistes ou des beaux-arts à l'économie générale du Canada. Il a rappelé que les arts constituent une des plus grosses industries du pays puisqu'ils forment le cinquième secteur qui apporte des salaires à des individus. Mais, par ailleurs, un peu comme dans les humanités, moins du tiers des artistes sont employés à plein temps dans leur domaine. Fort de ces données, il a encouragé les participants à bien considérer la valeur et la force des humanités qui, à son sens, sont aussi importantes, aussi présentes que le sont les beaux-arts dans ce pays.

Enfin, la quatrième conférencière, Vaira Vikis-Freibergs, qui est vice- présidente du Conseil des sciences du Canada, et qui a étudié la médecine, la psychologie et les études humaines, a expliqué que les scientifiques se posent le même problème que les humanistes: quel est notre rôle dans la société et quelle peut être notre contribution? Tout comme les scientifiques, les humanistes ne sont pas formés à cette école de pensée. Elle a appelé les participants à réfléchir à ces questions.

Selon les quatre intervenants, les humanités jouent un rôle méconnu, mais néanmoins important, dans l'économie canadienne et c'est aux humanistes de trouver les moyens pour que les décideurs et le grand public en soient convaincus.

John O'Connor, Dean, School of Humanities, William Paterson College, New Jersey

It is tempting to ask what the humanities can do for us, what pressing problems they can solve. Humanists can and do bring valuable insights to discussions of public policy, and their writing and teaching can enlighten generations of young men and women who will become policy makers in the future.

The humanities have something unique to say to a dehumanized society.
John O'Connor

But the humanities are ultimately of service to the general economy and society, not merely by adapting the skills with which it equips its practitioners to the needs of business and government, but by helping the economy and society to take "the long view". The humanities have something unique to say to a dehumanized society.

Robert Arn, President, Educational Software Products Inc., Toronto

Humanists tend to be more narrow in many cases in their educational life and acquisition of knowledge than many others. They certainly lack basic — even very basic — mathematical and scientific knowledge, and that really means there is a lack of awareness of the contemporary landscape. There is also a lack of knowledge of basic productivity tools. Most humanists are dealing quite effectively now with word processing, but they have not moved to somewhat stronger analytical tools that are commonly available and widely used. There is an ironic communications gap where humanists who pride themselves on the skill and flexibility of their communicating capabilities do not seem to find it easy to talk seriously with people in the technologies. One tends to hear them sneering at techno-speak as a jargon and simply avoiding the challenge of acquiring, refining, and communicating with that kind of language.

Humanists often focus on the sciences — particularly sciences like nuclear physics and genetics — and point out the ethical problems that a nuclear scientist or a geneticist has working in certain fields; but very seldom do I see humanists focus on the real ethical problems presented by their own very powerful technologies or knowledges. I think that the humanities clearly have as much potential for evil in the world as any science.
Robert Arn

We are moving from a hardware-manufacturing-based economy to an information economy — from something that is capital intensive, that requires hard buildings, machines, to something that involves human potential, that requires the skills of people. We are moving towards artificial intelligence — software technology that is based in the realms of uncertainty, where logic is fuzzy, where large amounts of data have unclear relationships between their dependent variables. This area is precisely the area that I find closest to the humanities because the humanities have had to deal with large amounts of often unclear data in which the relationships are not clear.

The advanced areas of the economy in technology have to form a pact with the humanities to make government leaders understand that it is precisely these fuzzy human technologies which are the basis of the advanced technology. We have to obtain some practical measures like investment tax credits for human capital investment by business — reasons for hard-core financial business people to say I will invest in training, in enhancing human capital, as opposed to investing in machines.

Harry Chartrand, Research Director, Canada Council, Ottawa

De gauche à droite/Left to right: Harry Chartrand (Canada Council) et Robert Arn (Educational Software Products Inc., Toronto)

It is a paradox that the arts are generally considered to be an intangible frill in a "bottom-line" economy, when in fact they have become a major force in the competitiveness of the economy.

Collectively, the fine, amateur and commercial arts make up the arts industry, including advertising, broadcasting, motion pictures, the performing and visual arts, publishing, sound, and video recording. Compared to the 22 main Canadian manufacturing industries in 1983, the arts industry was the largest with more than 234,000 employees, the fifth largest with salaries and wages of $3.1 billion, and the tenth largest with revenues of $9.2 billion.

The arts have become — due to a fundamental demographic revolution involving rising levels of education, the increasing participation of women, and the aging of the population — a major force contributing to the competitiveness of the Canadian economy. As well, the university, the nominal centre for research in our society, is chained by disciplinary, regional, linguistic and ethnic biases that make it difficult, if not impossible, to effectively conduct transdisciplinary arts research. Accordingly, and with the exception of the individual scholar committed to culture and the arts, the future of arts research resides outside rather than inside the Canadian university, as is the case with other meta-policy research such as poverty, philanthropy and productivity.

Vaira Vikis-Freibergs, Vice-Chairman, Science Council of Canada, Montreal

The theme I have heard throughout this conference has been one of marketing the humanities. Which means what? It means finding a place under the sun for humanistic training within the framework of Canadian society. We have seen interesting statistics about employment, employability, about potential for employment. What we have not seen, and which is difficult to do, is an overall sense of what the humanities mean to the general public. If you stopped people on the next street corner for the next five minutes and asked them: "What do the humanities mean to you; what have you gained from humanistic study in Canada?", I wonder what you would get for an answer. I wonder if anybody has had the courage to do such an investigation. Studies have been made asking people how many distinguished scientists they knew, with very disappointing results I must say.

Many of the presentations I have heard these last two days seem to me to be saying: "Here I am, a wonderful humanist. Why is it that I am not more loved? Why is it that they do not love me better? You the Canadian public, you the Canadian people, what have you got to offer me as a humanist, or as a graduate in the humanities?" Well, we have heard many, many wise bits of counsel about how that is not quite the way to go about presenting oneself, or marketing oneself. This is true for the humanities graduate seeking a job at the BA level. This is true for the PhD seeking a job at the PhD level. And I would say this is true for humanities as a total discipline. Because the point is: What do humanistic studies have to offer to the country? What do they have to offer to the people of Canada? What have they got to offer to the person in the street? The humanities should be giving them a sense of meaning, a sense of purpose to their life, a sense of explaining to them what life is all about, of giving them what business and what science and technology do not give them.

I don't think humanists need to be apologetic about coming from the upper end of the intellectual continuum. If it is all right to be very rich, if it is all right to be very famous, if it is all right to be very fast on one's feet, what is so very wrong with being very bright?
Vaira Vikis-Freibergs

My words for the Canadian humanist would be: do not despair of your lowly position in Canadian society and do not despair of the future as something that is entirely under the aegis and the sign of science and technology. It is not so. I think the future, the next century, will see a blending. It will have to or else we will not survive. It will have to see a blending of the best that all fields of endeavour have to offer and that means those that use intuition and inner experience. I think that the future, the excitement of the future, lies in finding new ways of redefining what we do in all of our different specialties. To see what we can gain from others and what we can usefully contribute to them.

Student views / Point de vue des étudiants

Thanks to a special grant from the Secretary of State of Canada, sixteen humanities students from across Canada, at various levels of study and from a variety of fields, were able to attend the Forum. They were asked for their views on the usefulness of the Forum and on the issues of un/under-employment discussed at the Forum. Some of their responses are shown below.

Grâce à une subvention spéciale du Secrétariat d'Etat du Canada, la Fédération a pu inviter seize étudiants et étudiantes à participer au Forum pour y faire valoir leur point de vue. Ils provenaient d'universités et de disciplines différentes. Un certain nombre de leurs commentaires sur l'utilité du Forum figurent ci-dessous.

Rachel Cooper, French and English, Acadia University

As a humanities student I found the Forum useful, enjoyable, and thought-provoking. A lot of the presentations were eye-openers; the findings overall had something of a good news/bad news air about them for humanities grads. The good news is that if we want business careers we will probably do very well over the long run. The bad news is that if we want academic careers, we had better be prepared for employment instability, low pay, and long hours.

The conference was well organized and had an excellent mix of speakers and topics. I found some of the statistics a bit dry (are statistics ever exciting?), but they provided a useful background to the admittedly more interesting anecdotal presentations. I appreciated the wide variety of perspectives which were offered, and I came away with a lot of information and ideas that will be helpful to me personally and to other students here at Acadia.

Rosalind Lowen, French, University of Calgary

The conference was helpful and informative in many ways, primarily in showing the dimensions of un/under-employment. I was surprised at the rate of its occurrence. I had not previously been aware of this. If I were to explore any one aspect further, it would be the co-op system virtually unknown in our own art programs.

The situation at once appeared dimmer and brighter after the conference.

Laurie Murphy, English, University of Prince Edward Island

Dr. John Leyerle said that there was no un/under-employment of the A-class students in graduate programs. My concern is that a high grade is not necessarily indicative of the best student. All students accepted into a graduate school have already shown ability or they would not be there.

Another concern was with the statements made discussing the arts co-op programs and their accessibility for all top-quality and interested students at both the undergraduate and graduate levels. Non-traditional undergraduate students may be discouraged from entering a co-op program when they are not able to meet the 80% average requirement from high school, and face the very real cost of an additional qualifying year. This is especially unfortunate if this student is a single parent with school-age children. Non-traditional graduate students with children also face the problem of displacement requiring a transfer of residence. It seems that a very good development toward professional opportunities — the co-op program — is not available to all top-quality and interested students.

Jennifer Stevens, History, University of Saskatchewan

It surprised me that many participants felt that it was the function of the university to provide job placement for its graduates and that it was incumbent on the federal government to allocate funding specifically for this purpose. It would seem to me that most participants of the Forum were more than well-acquainted with the fiscal difficulties which universities across the country are experiencing. Monies could certainly be better spent on expanding research facilities and equipment and encouraging scholarly works.

My presence at the Forum has enabled me to generate discussions within our organization at the university (I am a representative on the Students' Arts and Science Society representing the 6,000 students in the College of Arts and Science) with respect to this problem. I was also able to gain some insight as to how other universities across the country are dealing with the issue. We, at the University of Saskatchewan, might be able to apply some of the methods used by the like of Wilfrid Laurier University in Waterloo in order to assist our graduates in job search skills.

André Leclerc, Philosophie, Université du Québec à Trois-Rivières

Ce qui me réconforte le plus quand je pense à ce Forum national, c'est justement le fait qu'un tel forum ait eu lieu. Le fait qu'autant de gens, provenant des quatre coins du pays et même des Etats Unis, aient été pour la première fois réunis afin de discuter lucidement, objectivement et ouvertement de nos problèmes: voilà enfin un signe encourageant!

On avait parfois l'impression qu'avec un peu d'imagination et d'initiative, les diplômés en études humaines pourraient se tailler une place au soleil dans n'importe quel secteur de l'activité économique. Bien sûr, il y a loin de la coupe aux lèvres, mais je crois que beaucoup d'entre nous peuvent attendre quelque chose d'une campagne bien orchestrée visant à mettre en valeur les habiletés fondamentales que possèdent les diplômés en études humaines.

Si nous voulons vendre nos compétences à des employeurs potentiels dans les secteurs privé et public, et si notre image n'est pas trop reluisante aux yeux de ces employeurs, alors il faut changer notre image ou la perception qu'ont de nous les employeurs. Mais si nous ne pouvons, par exemple, assurer les employeurs que les diplômés en études humaines écrivent beaucoup mieux que la moyenne des diplômés en administration, je trouve qu'on est mal parti. Je suis sûr que la majorité des employeurs n'ont aucune idée de ce qui se fabrique dans une faculté de philosophie, de lettres, ou de sciences sociales. L'ignorance engendre souvent la méfiance.

J'espère que ce Forum aura des suites, que le bouche à oreille aura des effets multiplicateurs et que les quelques stratégies à court terme qui ont été envisagées pourront produire d'heureux résultats.

Lisbeth Pitblado, Religion and Culture, Wilfrid Laurier University

I found the conference to be a disappointment in my personal search for a career as a humanities graduate. It should not be assumed that humanities grads already are aware of career opportunities outside both academe and the business world. I would have found the conference more valuable if there had been more mention of other professional opportunities.

Barend Kiefte, Philosophy, Memorial University of Newfoundland

The Forum answered many questions I had about the employment opportunities available both in the academic and business worlds. It also raised issues that I had not yet begun to address. The facts and statistics were complemented by adequate interpretation and analysis. As a result, I feel that I am now better prepared to enter the job market when I graduate as well as to increase student awareness of the situation while I am still on campus.

The involvement of students, both at the graduate and undergraduate level, is commendable on the part of CFH. Students can really benefit from the information and the chance to discuss issues related to employment and education. The national perspective is also invaluable.

Richard Spacek, English, University of New Brunswick

It is claimed that employers value a certain range of skills possessed by humanities graduates. If indeed these skills are taught, encouraged, or otherwise developed through humanities programs, then it ought to be possible to improve the teaching of them and to market the products of the programs more effectively. If, on the other hand, the connection between the nature of the programs and the attributes of the graduates is merely accidental, or at least non-causal, then all humanities candidates should be told this loudly and often from the beginning of their studies. Many of the "skills" appear to be functions of maturity, and not the result of any special training. Should we continue to offer alluring platitudes about "critical thinking" and "creative flexibility" in the face of a hard and contradictory reality, we cannot be surprised if we produce a substantial number of unhappy and unemployed graduates. This matter might have been dealt with more explicitly by the Forum.

Elaine Filax, Comparative Literature, University of Alberta

As a former pink-collar worker, I was dismayed and alarmed by the particular turn that the conference took toward business in the form of large corporations and financial institutions. These institutions, like universities, have traditionally snapped up well-educated, intelligent, creative women for jobs that offer low pay, low status, and few opportunities for advancement or imagination. Many mature women students, and I am one, turned to a university education as a way of escaping a pink-collar ghetto. Since many of the women working with me in these pink-collar ghettos were humanities graduates, it may seem perverse of me to have expected an education in the humanities to provide an escape. But I never intended to stay in the humanities.

De gauche à droite/Left to right: Derrière le groupe: Rachel Cooper (Acadia University); Beverly Kinkaid (University of Toronto); Barend Kiefte (Memorial University of Newfoundland)

In hindsight, an education in the humanities did provide an escape in the form of breathing space from the pressures of a pink-collar job, in the form of renewed confidence, in the opportunity to explore some areas that came to be of interest to me, and in the opportunity to meet those with similar interests. For me, looking to large corporations and financial institutions for professional opportunities is a look back. These institutions were not interested in giving humanities graduates professional opportunities when there were many jobs and few applicants. I am dubious about any interest they may show now that there are few jobs and many applicants.

Maria DiCenzo, English, McMaster University

I thought that the conference included an interesting and useful range of speakers. The more statistical studies of Margaret Laing, David Foot and Frederick Evers offered good overviews of numbers and trends which must be taken into account. It was also important to have representatives of the corporate/financial sectors such as John Paré and Ross Roxburgh. With regard to the issues surrounding academe, it was very important to have speakers who could voice some of the more controversial issues, such as Hélène Bibeault, Francis Peddle, Elizabeth Trott, Indhu Rajagopal, and Donald Savage. I was particularly impressed with the frankness of Elizabeth Trott's paper.

While this variety proved to be very positive on the one hand, on the other it created somewhat of a problem. Perhaps the problem is that there are simply too many issues to cover. The concerns involved everything from the fates of undergraduates to those of retiring faculty members. Many of these problems are inter-related, but they are also very different sorts of concerns.

Monica Lee, Spanish, Simon Fraser University

The participation of people from outside academe was most interesting and encouraging. In my opinion, cooperation among academic and business worlds should lead the way to further development of new opportunities for future graduates. This liaison should be clearly understood by those who dictate education budget policies, particularly university budgets.

Veronica Hollanger, English, Concordia University

I was especially interested in getting a clearer picture of the potential for employment within the academic community. This was the subject of the first round of sessions and workshops.

What turned out to be even more interesting, however, was the information about opportunities for humanities graduates outside the academic milieu, which was the subject of the second day's discussions. It would seem that, contrary to many expectations, humanities graduates — students with undergraduate and graduate degrees ranging from Anthropology to English to History to Sociology and continuing through all the other "human sciences" in between — are very attractive potential employees in both the private and public sectors of the working world. In addition, the expansion of job opportunities in the near future, combined with a shrinking work force, make for an even more promising employment outlook over the next few years. In short, if you're about to give up that Fine Arts degree and switch over to Engineering for the sake of a secure future, you might want to think again before you pack in your paints.

Academic librarians and the university: a partnership

by Rita Vine

The role of academic librarians — their rights, responsibilities, and their role in university life — is the focus of a number of recent writings and reports which have come to the attention of the Librarians Committee. The Canadian Association of College and University Libraries (CACUL) approved a statement on the role of the college and university librarians at their last annual general meeting in Halifax in June. In this issue of the Bulletin, Eileen Goltz (Laurentian), a member of the Librarians Committee, looks at the subject of librarians' roles in her coverage of the history and practise of "faculty status" for librarians.

The practical application of faculty status for librarians remains a widely debated and generally misunderstood topic, even in institutions which have adopted the principle of faculty equivalency for librarians. At the heart of the issue are fundamental disagreements on the real role and function of a librarian in a university environment.

SERVANTS OR PARTNERS?

Most of us can agree that academic libraries exist to serve the teaching and research needs of the academic community. But do librarians, by extension, provide only service, or something more? If they only serve, one must further assume that the objectives and activities which drive an institutional mission statement are defined by others, in this case teaching faculty and senior university management.

"Partnership", however, implies something much different. It acknowledges a difference in approach between academic librarians and teaching faculty, but assumes an equivalency between the two groups in role, responsibility, and impact on academic life.

"Partnership" means ensuring that librarians play a continuing role in defining academic priorities together with teaching faculty. For universities, it makes good management sense. Universities invest enormous financial and human resources in their libraries. Over 1000 academic librarians in Canadian universities have invested their careers in their university. They bring to academic decision-making a true breadth of understanding — of university practises, procedures, resources, new technologies, and combine that knowledge with a high level of management skill.

Partnership implies equality. Universities need to ensure that librarians are provided with equality in meaningful ways. Those librarians who have been granted, or who have negotiated, procedures identical to those for teaching faculty — in governance, employment conditions, and salaries/benefits — know how important they are, not only to their individual well-being as career academics, but to the perception of their place in campus life. Faculty status confers on academic librarians precisely those attributes which ensure them full participation, full rights, and full responsibility.

LIBRARIANS NETWORK

Over the summer, the CAUT office, under the direction of the Committee's secretary, Robert Moore, contacted local associations for the names of librarians on their campuses who could be contacted for information, advice, and clarification on policies and procedures that affect academic librarians. We now have some 80 names representing some 43 universities.

Many in the network are or have been on the executives or councils of their local associations. Some have had more direct affiliations with CAUT as officers or committee members. All of them bring to their task an understanding of a librarian's role in the context of their universities. We count on them to bring forward concerns, information, advice, and counsel based on their own experiences. The Librarians Committee is grateful to all of them for their willingness to help.

Les bibliothecaires et l'université: des partenaires

par Rita Vine

Le rôle des bibliothécaires d'université - leurs droits, leurs fonctions et leur rôle dans le vie universitaire - est le sujet de plusieurs publications et rapports qui ont été portés à l'attention du Comité des bibliothécaires. L'Association canadienne des bibliothèques de collège et d'université (ACBCU) a adopté un énoncé de principes sur le rôle des bibliothécaires d'université au cours de sa dernière assemblée générale annuelle qui s'est tenue à Halifax en juin. Dans le présent numéro du Bulletin, un membre du Comité des bibliothécaires, Eileen Goltz (de l'Université Laurentienne), traite du rôle des bibliothécaires dans sa description de l'histoire et de la mise en pratique du "statut d'enseignant" pour les bibliothécaires.

L'aspect pratique du statut d'enseignant pour les bibliothécaires demeure un sujet largement débattu et généralement mal interprété, même dans les institutions qui ont adopté le principe de l'équivalence au statut d'enseignant pour les bibliothécaires. Au coeur du débat, il y a des divergences fondamentales quant au rôle et à la fonction du bibliothécaire en milieu universitaire.

SERVITEURS OU PARTENAIRES?

La plupart d'entre nous convenons que les bibliothèques existent pour desservir les besoins en matière d'enseignement et de recherche de la communauté universitaire. Mais, par extension, la fonction des bibliothécaires se limite-t-elle à fournir un service ou ont-ils d'autres fonctions? S'ils ne sont que des serviteurs, il faut en déduire que les objectifs et les responsabilités qui contrôlent l'énoncé de la mission sont définis par d'autres, soit le corps professoral et l'administration de l'université, dans ce cas.

Cependant, "partenaire" signifie tout à fait autre chose. Cela reconnaît une optique différente entre les bibliothécaires et les professeurs tout en supposant l'équivalence du rôle, des fonctions et de l'influence sur la vie universitaire entre les deux groupes.

"Partenaire" veut dire s'assurer que les bibliothécaires jouent, en collaboration avec les professeurs, un rôle soutenu dans la définition des priorités universitaires. Du point de vue de l'administration de l'université, cela est plein de bon sens. Les universités investissent dans leurs bibliothèques des sommes énormes en argent et en ressources humaines. Plus de 1 000 bibliothécaires d'universités canadiennes ont dédié leur carrière à leur université. Ils apportent, au moment de prendre des décisions, tout un bagage de compréhension des pratiques, des procédures, des ressources et des nouvelles technologies pour combiner ces connaissances à un degré élevé d'aptitude à la gestion.

Etre partenaire implique l'égalité des parties. Les universités doivent s'assurer que les bibliothécaires obtiennent véritablement l'égalité. Les bibliothécaires à qui on a accordé ou qui sont à négocier des clauses identiques à celles des professeurs - en terme de pouvoir de décision, de conditions de travail de même que de salaire et d'avantages - savent combien elles sont importantes, non seulement à leur bien-être personnel en tant qu'universitaire de carrière mais aussi à la perception de leur

place dans la vie sur le campus. Le statut d'enseignant donne précisément aux bibliothécaires d'université ces attributs qui les assure d'une participation à part entière, de droits complets et de pleines responsabilités.

RESEAU DES BIBLIOTHECAIRES

Le bureau de l'ACPU a, sous la supervision du secrétaire du Comité, M. Robert Moore, communiqué avec les associations locales au cours de l'été afin d'obtenir le nom des bibliothécaires de leur campus. Ces personnes pourraient être contactées en cas de besoin de renseignements, de conseils et

d'éclaircissements sur les politiques et les procédures qui affectent les bibliothécaires d'université. Nous avons maintenant 80 noms de bibliothécaires qui représentent quelque 43 universités.

Plusieurs membres du réseau sont ou ont été cadres ou conseillers de leurs associations locales. Certains ont eu des rapports plus directs avec l'ACPU en tant que dirigeants ou membres de comités de l'ACPU. Tous apportent à leurs fonctions une connaissance du rôle du bibliothécaire dans le contexte de leur université. Nous comptons sur eux pour exprimer leurs inquiétudes, divulguer des renseignements et donner des avis et des conseils qui se basent sur leurs expériences. Le Comité des bibliothécaires les remercie de vouloir aider.

CENSURED ADMINISTRATIONS

The administrations of the following institutions have been censured by the American Association of University Professors. Further information on these censures can be obtained by writing them at 1012 Fourteenth Street, N.W., Suite 500, Washington, D.C. 20005.

South Dakota State Colleges and Universities under South Dakota Board of Regents (September, 1961, 247-55) 1962
Censure was voted specifically on the South Dakota Board of Regents, with respect to a case which occurred at South Dakota State University. Censure was not directed against the local or central administrative officers. The 1982 Annual Meeting determined that the regents also now have sole responsibility with respect to a case which occurred in 1966 at Northern State College (September, 1968, 306-13).
Grove City College (Pennsylvania) (March, 1963, 15-24) 1963
University of the Ozarks (Arkansas) (December, 1963, 352-59) 1964
Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.
Nebraska State Colleges (December, 1964, 347-54) 1965
Censure was voted specifically on the Board of Trustees of the Nebraska State Colleges, with respect to a case which occurred at Wayne State College. Censure was not directed against the local or central administrative officers.
Amarillo College (Texas) (September, 1967, 292-302) 1968
Frank Phillips College (Texas) (December, 1968, 433-38) 1969
Central State University (Oklahoma) (March, 1969, 66-77) 1969
Southern Arkansas University (March, 1971, 40-49) 1971
Onondaga Community College (New York) (June, 1971, 167-74) 1972
Colorado School of Mines (March, 1973, 73-79) 1973
Rider College (New Jersey) (March, 1973, 93-100) 1973
Camden County College (New Jersey) (September, 1973 356-62) 1974
Virginia Community College System (April, 1975, 30-38) 1975
Concordia Seminary (Missouri) (April, 1975, 49-59) 1975
Houston Baptist University (April, 1975, 60-64) 1975
Murray State University (Kentucky) (December, 1975, 322-28) 1976
Blinn College (Texas) (April, 1976, 78-82) 1976
Marquette University (Wisconsin) (April, 1976, 83-94) 1976
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Phillips County Community College (Arkansas) (May, 1978, 93-98) 1978
University of Maryland (May, 1979, 213-27) 1979
University of Texas of the Permian Basin (May, 1979, 240-50) 1979
Wingate College (North Carolina) (May, 1979, 251-56) 1979
Dlivet College (Michigan) (April, 1980, 140-50) 1980
Nichols College (Massachusetts) (May, 1980, 207-12) 1980
Bridgewater State College (Massachusetts) (April, 1981, 86-95) 1981
Yeshiva University (New York) (August, 1981, 186-95) 1982
Eastern Oregon State College (May-June, 1982, 1a-8a) 1982
University of Idaho (November-December, 1982, 1a-17a) 1983
Sonoma State University (California) (May-June, 1983, 3-12) 1983
Auburn University (May-June, 1983, 24-32) 1983
American International College (Massachusetts) (May-June, 1983, 42-46) 1983
Illinois College of Optometry (November-December, 1982, 17a-23a) 1984
Metropolitan Community Colleges (Missouri) (March-April, 1984, 23a-32a) 1984
University of Northern Colorado May-June, 1984, 1a-8a) 1984
Westminister College of Salt Lake City (November-December, 1984, 1a-10a) 1985
Southwestern Adventist College (Texas) (January-February, 1985, 1a-9a) 1985
Temple University (May-June, 1985, 16-27) 1985
Oklahoma College of Osteopathic Medicine and Surgery (May-June, 1985, 37-41) 1985
Talladega College (Alabama) (May-June, 1986, 6a-14a) 1986
Southern Nazarene University (Oklahoma) (November-December, 1986, 7a-11a) 1987
Morgan State University (Maryland) (May-June, 1987, 23-32) 1987
The Catholic University of Puerto Rico (May-June, 1987, 33-38) 1987
Husson College (Maine) (May-June, 1987, 45-50) 1987
Hillsdale College (Michigan) (May-June, 1988, 29-33) 1988
University of Judaism (California) (May-June, 1988, 34-40) 1988
Claflin College (South Carolina) (May-June, 1988, 41-48) 1988
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The conference starts at 9:00 a.m. on Friday, March 10th and terminates at 1:00 p.m. Sunday, March 12th. Registration, information and a cash bar will be available Thursday evening, January 26th. Registration will also be available Friday morning.

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La conférence débutera à 9 h le vendredi 10 mars et se terminera à 13 h le dimanche 12 mars. Les délégués pourront s' inscrire le jeudi soir 9 mars et se renseigner. Un bar payant sera également mis à leur disposition. Il sera toujours possible de s'inscrire le vendredi matin.

Le harcèlement sexuel: responsabilité légale ou morale

par Mariette Blanchette

Deux messieurs charmant m'ont accueillie dans l'ascenseur qui devait m'amener à ma chambre d'hôtel, après la réception d'ouverture de la quatrième conférence nationale annuelle des conseillers et conseillères sur le harcèlement sexuel, qui s'est tenue à Winnipeg les 17-18 et 19 novembre dernier.

L'un deux voulant de toute évidence engager la conversation demanda à l'autre: "Il semble que cet hôtel est occupé par plein de gens qui se promène avec un cartable bleu" (on nous avait remis les documents de la conférence dans un cartable bleu identifié à notre nom). "Comment se fait-il que nous, on a pas de cartable bleu?" Son compère de répondre: "Je ne sais pas "Johnny" (je ne me souviens pas de son prénom). Pourquoi ne demanderait-on pas à Mademoiselle Blanchette (en insistant sur le mademoiselle) de nous dire pourquoi on a pas de cartable bleu?" Ne voulant pas froisser ces messieurs et surtout parce que j'étais seule avec eux dans l'ascenseur, j'ai répondu sur un ton ironique et sans même me retourner vers eux: "C'est probablement parce que vous n'assistez pas à la conférence qui a lieu dans cet hôtel cette fin de semaine" sans donner plus de détails. Je croyais qu'ils auraient compris que je n'avais pas envie de jouer mais l'un d'entre eux n'a pu s'empêcher de demander de façon infantile "C'est quoi la conférence?"

J'avais hâte que le 15e étage arrive car je commençais vraiment à me sentir mal à aise. J'ai tout de même répondu très lentement et d'une voix grave: "C'est la Conférence national sur le harcèlement sexuel!"...Et un lourd silence retomba sur l'ascenseur...

Voici maintenant le test. Avant de continuer la lecture de cet article, j'aimerais que vous vous demandiez si ce court incident (ma parole, c'est véridique) représente une situation de harcèlement sexuel?

A cet étape-ci, je vous parie qu'environ 60% des lecteurs et lectrices répondent non, environ 30% répondent oui et environ 10% ne le savent pas. Pourtant la bonne réponse est: ça dépend.

Plusieurs personnes peuvent penser que de se sentir harceler dans une telle situation est un signe de faiblesse et davantage un manque d'humour. En théorie, elles ont raison. Mais le genre d'humour qu'auraient utilisé ces messieurs si j'avais été un homme aurait sûrement été plus franc, plus direct, moins niaiseux et moins mielleux. Et c'est ça toute la différence. C'est du sexisme et de la discrimination fondée sur le sexe.

Pour considérer cet événement comme étant du harcèlement sexuel, il aurait fallu que j'indique clairement à nos deux compères que je n'appréciais pas leur conversation, que je souhaitais qu'ils s'abstiennent et que par la suite, ils insistent et continuent leurs "platitudes".

La définition de harcèlement sexuel fut sûrement la préoccupation principale de la majorités des participants et participantes à cette conférence. On pourrait penser que des "spécialistes" en la matière ne se posent plus la question. Bien au contraire! De plus en plus de jugements des cours supérieures au Canada et aux Etats-Unis tentent de circonscrire une telle définition et expliquent également le degré et le type de responsabilité d'une personne qui s'adonne à cette activité.

Présentement, il existe deux catégories de harcèlement sexuel selon nos cours de justice. Il y a tout d'abord le harcèlement direct et explicite qui peut être verbal, et/ou physique et qui amène ordinairement une situation de "quiproquo" soit, une menace, une faveur, une promesse en échange de... Il y a aussi le type d'harcèlement sexuel qui constitue une atmosphère de travail "empoisonné". Celui-ci découle souvent d'attitudes sexistes qui créent un environnement hostile et même dans ce dernier cas, la personne humiliée doit communiquer sa position, comme dans le cas de l'ascenseur.

Une conséquence juridique à ne pas oublier est la responsabilité potentielle de l'employeur s'il permet ou tolère de tels agissements. En d'autres termes l'employeur pourrait être tenu responsable légalement s'il échoue dans la prévention d'actes répétés constituant du harcèlement sexuel.

Les personnes présentes à la conférence ont pu examiner différentes situations et différentes solutions adaptées au milieu universitaire. Il est très réconfortant de constater que 70% des universités canadiennes ont une politique en vigueur condamnant le harcèlement sexuel. Nous avons pu examiner également les pour et les contre de différentes procédures internes mises sur pied dans les universités.

J'aimerais en conclusion féliciter et remercier les hôtes de cette rencontre organisée sous les auspices de l'Université du Manitoba et principalement Marilyn MacKenzie, Thelma Lussier et les membres fondateurs de cette conférence nationale. L'événement fut très enrichissant.

Sexual harassment legal or moral responsibility

by Marlette Blanchette

Two charming men greeted me in the elevator which was supposed to take me to my hotel room after the opening reception of the Fourth National Conference of Sexual Harassment Advisors which was held last November 17, 18 and 19th in Winnipeg.

One of them, obviously wanting to start a conversation, asked the other: "It appears the hotel is full of people walking around with blue folders" (documents for the conference had been handed to us in a blue folder with our names on it). "How come we don't have a blue folder?" His friend answered: "I don't know, "Johnny" (I don't remember his first name) - Why don't we ask Miss Blanchette (placing emphasis on the 'Miss') to tell us why we don't have a blue folder?" Not wanting to offend these gentlemen and, more importantly, because I was alone with them in the elevator, I replied mockingly and without even looking at them: "It's probably because you are not attending the conference which takes place in the hotel this weekend" without giving out more details. I thought they would have understood that I didn't want to play but one of them couldn't refrain from asking in a childish way "A conference on what?"

I was anxious for the elevator to reach the 15th floor because I was really beginning to feel uncomfortable. Nevertheless, I answered very slowly, with a deep voice: "It's the National Conference on sexual harassment!"... And a heavy silence fell upon the elevator...

Now, here's the test. Before continuing to read this article, I would like you to ask yourselves whether this brief incident (I assure you, it's true) represents sexual harassment.

At this stage, I would wager that approximately 60% of readers say no, approximately 30% say yes and approximately 10% don't know. However, the answer is: it depends.

Many may think that feeling harassed in such a situation is a sign of weakness and, even more, a lack of a sense of humour. They are right in theory. However, the type of humour that these men would have used had I been a man would certainly have been more frank, more direct, less silly and less sugary. That's where the difference lies. It is sexism as well as discrimination based on sex.

In order for this incident to be considered as sexual harassment, I would have had to make it clear to our two comrades that I didn't appreciate their conversation, that I wished they would end it, and that at this point they persisted and continueed with their "platitudes".

The definition of sexual harassment was certainly the main concern of the majority of participants to this conference. One might think that "specialists" on the subject would not have to ask themselves this question. Quite the opposite! More and more judgments from superior courts in Canada and the United States attempt to circumscribe such a definition and to explain the extent and type of responsibility of a person engaging in this activity. According to our courts of justice, there are presently two categories of sexual harassment. First, there is the direct and explicit harassment which can be verbal and/or physical and which usually leads to misunderstandings either through threats, favours, promises in exchange for... There is also the type of sexual harassment which constitutes an embittered atmosphere in the workplace. The latter often comes from sexist attitudes which create a hostile environment and even in this case, the humiliated person must communicate his/her views, as in the incident in the elevator.

A legal consequence not to be forgotten is the potential responsibility of the employers, if they

see HARASSMENT/20

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The closing date for applications is February 28, 1989. Applications should include a curriculum vitae and the names and addresses of three persons who may be contacted for reference purposes.

Enquiries and applications, which will be treated in confidence, should be addressed to
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SUMMER SESSION TEACHING POSITIONS

The University of Manitoba Summer Session 1989 is scheduled in three academic periods, Intersession May 1 - June 20, Summer Evening May 1 - August 2 and Summer Day July 4 - August 18. Instructional positions may be open in courses being offered by the following Departments and Schools: Anthropology, Classics, Economics, English, Film Studies, French/Spanish, Geography, German, History, Native Studies, Political Studies, Psychology, Religion, Sociology, Women's Studies, Educational Administration and Foundations, Curriculum: Humanities and Social Sciences, Curriculum: Math and Natural Sciences, Educational Psychology, Clothing and Textiles, Family Studies, Foods and Nutrition, Accounting and Finance, Actuarial and Management Sciences, Business Administration, Marketing, Public Policy, Physical Education, Recreation Studies, Applied Mathematics, Biology, Botany, Chemistry, Computer Science, Geological Science, Mathematics and Astronomy, Microbiology, Physics, Statistics, Zoology, Schools of Art, Music, Nursing and Social Work.

Applications for teaching positions should be forwarded to Department Heads or Directors of Schools. University teaching experience is required. Normally, a Ph.D. is preferred. Both women and men are encouraged to apply. In accordance with Canadian Immigration, this advertisement is directed to Canadian citizens and permanent residents. Applications must be mailed by January 31, 1989. Enquiries about available positions may be directed to **Audry Lalberte, ph. 474-8003, Summer Session Office, Continuing Education Division, 175 Continuing Education Complex, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.**

HARASSMENT.....19

allow or tolerate such a behaviour. In other words, the employer can be held responsible if he fails in the prevention of repetitive acts which constitute sexual harassment.

The participants at the conference had the opportunity to examine various situations and various solutions adapted to the university milieu. It is very comforting to ascertain that 70% of Canadian universities have a policy condemning sexual harassment. As well, we were able to examine the pros and cons of various internal procedures in place in the universities.

In conclusion, I would like to congratulate and thank the hosts of this meeting organized under the auspices of the University of Manitoba and mainly Merilyn MacKenzie, Thelma Lussier as well as the founders of this national conference. The event was very enriching.

DEAN, COLLEGE OF EDUCATION

Brock University invites applications for the position of Dean, College of Education, effective July 1, 1989.

The College includes the Departments of Graduate and Undergraduate Studies, Pre-Service Education and Continuing Studies and offers programs in the following areas: BEd (300 full-time students), MEd (15-20 full-time students and some 600 part-time students) and Continuing Studies (approximately 2,500 course enrolments) - including off-campus programs. The College, which has some 35 full-time faculty, also offers courses which can be used as electives in undergraduate programs in the University (approximately 500 course enrolments).

The University seeks an individual with a significant record of academic achievement in both teaching and research, administrative experience and the ability to interact effectively with faculty, students, staff and the teaching profession (including the Ministry of Education).

Candidates should submit a letter of application together with an up-to-date curriculum vitae and the names of three referees to:

Mr. P. Beard
Secretary to the University
Brock University
St. Catharines, Ontario
L2S 3A1

The closing date for the receipt of applications is February 1, 1989.

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

Brock University is an equal opportunity employer.

LE COLLÈGE UNIVERSITAIRE DE SAINT-BONIFACE
FAIT APPEL DE CANDIDATURES POUR

1) PROFESSEUR(E) DE REMPLACEMENT EN SCIENCES POLITIQUES (TERME D'UNE ANNÉE)
2) PROFESSEUR(E) DE REMPLACEMENT EN INFORMATIQUE (TERME D'UNE ANNÉE)
3) PROFESSEUR(E) DE REMPLACEMENT EN HISTOIRE (TERME D'UNE ANNÉE)

EXIGENCES: PH.D. DANS LA DISCIPLINE. UNE MAITRISE AVEC EXPÉRIENCE DANS L'ENSEIGNEMENT / RECHERCHE SERA CONSIDÉRÉE.

ET

1) COORDONNATEUR (TRICE) DE LABORATOIRE (poste régulier)

EXIGENCE: MAITRISE OU EXPÉRIENCE EN TECHNIQUE DE GÉNÉTIQUE MOLÉCULAIRE.

COURS À ENSEIGNER:
SCIENCES POLITIQUES: INTRODUCTION.

INFORMATIQUE: INTRODUCTION, CONCEPTS APPLIQUÉS, ANALYSE NUMÉRIQUE ET ALGÈBRE.

HISTOIRE: INITIATION À LA CIVILISATION OCCIDENTALE, HISTOIRE DE L'EUROPE, COMMONWEALTH.

RÉMUNÉRATION: CLASSIFICATION ET SALAIRE SELON LA CONVENTION COLLECTIVE.

ENTRÉE EN FONCTION: LE 1er SEPTEMBRE 1989

LES CANDIDATS(ES) SONT PRIES(ES) DE SOUMETTRE LEUR CURRICULUM VITAE AINSI QU'UN DOSSIER COMPLET ET DE DEMANDER A TROIS RÉPONDANTS(TES) D'ENVOYER DES LETTRES DE RECOMMANDATION À:

M. ANDRÉ FRÉCHETTE (DOYEN)
COLLÈGE UNIVERSITAIRE DE SAINT-BONIFACE
200, AVENUE DE LA CATHÉDRALE
SAINT-BONIFACE (MB)
R2H 0H7

DATE LIMITE POUR LA RÉCEPTION DE L'ENSEMBLE DES DOCUMENTS: LE 15 MARS 1989 OU LA DATE OÙ LE POSTE SERA POURVU. CONFORMÉMENT AUX EXIGENCES RELATIVES A L'IMMIGRATION AU CANADA, CETTE ANNONCE S'ADRESSE AUX CITOYENS(NES) CANADIENS(NES) ET AUX RÉSIDENTS(ES) PERMANENTS(ES). LE COLLÈGE UNIVERSITAIRE DE SAINT-BONIFACE (CUSB) RESPECTE LE PRINCIPE DE L'ÉQUITÉ EN MATIÈRE D'EMPLOI.

The University of Lethbridge

The University of Lethbridge invites applications for the following academic positions:

School of Nursing

The School of Nursing invites applications for at least three faculty positions for the Bachelor of Nursing (B.N.) program. The School offers a post-RN degree which combines elements of the liberal arts, foundations studies, professional nursing instruction and field experience. It is committed to the strong connection between nursing practice and the importance of the biological, behavioural and social sciences to nursing education and research. The School seeks candidates to teach in one or more of the following areas: health promotion and education; community health; nursing management; gerontology; mental health; epidemiology and disease ecology; rehabilitation; maternal-child nursing; native health. Candidates must have a demonstrated potential to develop a strong research program in one of the above mentioned areas of nursing or related health sciences. A strong academic background to the doctoral level in nursing or a related health science is necessary.

Faculty minima (1988-89) are as follows: Assistant Professor: $32,560; Associate Professor. $38,974; Professor: $50,552.

The School is also accepting applications and nominations for the position of Director. The Director is the chief academic officer of the School, responsible for the direction of curricular, budgetary and personnel matters. The Director, as a senior administrative officer of the University, is a member of Deans' Council. Those candidates who might wish to be considered for the Director's position should so state in the letter of application. Salary would be dependent on qualifications and experience.

The deadline for application is February 28, 1989. The appointments are to begin July 1, 1989.

Applicants should send a curriculum vitae, a letter explaining the interest in the position and philosophy of nursing education, and arrange to have three letters of reference sent directly to: Dr. I.D.C. Newbould, Vice-President, Academic.

In accordance with Canadian Government regulations, this advertisement is directed in the first instance to Canadian citizens and landed immigrants.

Faculty of Education

Applications are invited for a probationary (tenure-track) appointment in **Native American Teacher Education.** Background and qualifications sought: Demonstrated background and expertise in Native American Studies Education, K - 12. Experience in advising, counselling, and supervising Native and non-Native students, and working effectively with cooperating teachers. Ability to work with Native (Indian, Inuit, and Metis) teachers and communities in professional development activities and in developing the Native American Teacher Education Program of the Faculty of Education. Demonstrated teaching excellence in native, Separate and/or Public Schools and at University levels; skill in curriculum and instructional development. Interest and expertise in research. Knowledge of native language is highly desirable. Ability to teach undergraduate and graduate level courses. Near completion or completion of doctorate degree. The effective date of appointment is July 1, 1989. Salary is commensurate with qualifications and experience.

Letter of application, full curriculum vitae and names of three references should be sent to: Dr. E. Mokosch, Dean, Faculty of Education. Closing date for application is February 28, 1989.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Faculty of Education

Applications are invited for a probationary (tenure-track) appointment in **Social Studies Education.** Background and qualifications sought: Demonstrated background and expertise in Social Studies Education, K - 12, with particular emphasis in K - 6. Experience in teaching Social Studies Curriculum and Instruction courses and supervising student teachers in schools. Ability to offer professional development activities for teachers and to provide leadership in the Faculty's Social Studies Education program. Demonstrated teaching excellence at public schools and University levels and skill in curriculum and instructional development. Ability to teach undergraduate and graduate level courses. Completion or near completion of doctorate degree. The effective date of appointment is July 1, 1989. Salary is commensurate with qualifications and experience. The appointment is expected to be made at the rank of Assistant Professor.

Letter of application, full curriculum vitae and names of three references should be sent to: Dr. E. Mokosch, Dean, Faculty of Education. Closing date for application is February 28, 1989.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Other qualifications being equal, hiring preference will be given to persons who are bilingual (English/French).

The University of Lethbridge

The University of Lethbridge
4401 University Drive
Lethbridge, Alberta T1K 3M4

University of Alberta
Edmonton

Chief Librarian

Applications and nominations are invited for the position of Chief Librarian. Located in Edmonton, Alberta, the University of Alberta is a comprehensive public university with an enrolment of approximately 30,000 full-time and part-time students.

The Chief Librarian is responsible to the Vice-President (Academic) for the administration and operation of the University's library system, including the supervision of staff; the administration and development of policies; collection development and management; budgeting; planning; fund development; liaison with academic and administrative units; liaison with external library community and other institutions.

The collection contains over 3 million volumes, 2.5 million microforms and 700,000 government publications. There are approximately 400 staff members. The annual budget is over $17 million.

The library system has eight major service points - Humanities and Social Sciences Library, Science and Technology Library, John W. Scott Health Sciences Library, John Alexander Weir Law Library, H.T. Coutts Education Library, Information and Reserve Centre, Faculté Saint-Jean Library, and the Bruce Peel Special Collections Library.

Qualifications: Professional qualification in librarianship, experience in the management and administration at a senior level within an academic or research library, an appreciation of the role of a major research library within an academic community. Salary will be commensurate with experience and qualifications.

Written nominations or applications, accompanied in the latter case by a resume of qualifications and the names of three referees, should be submitted by March 15, 1989 to:

Dr. J. Peter Meekison
Vice-President (Academic)
Third Floor, University Hall
University of Alberta
Edmonton, Alberta, Canada T6G 2J9

The University of Alberta is committed to the principle of equity in employment.

UNIVERSITY of GUELPH

CHAIR - DEPARTMENT OF ZOOLOGY
COLLEGE OF BIOLOGICAL SCIENCE

Nominations and applications are invited for the Chair of Zoology in the College of Biological Science. The candidate should be an outstanding scholar with a strong commitment to excellence in graduate and undergraduate education. The Department of Zoology has 30 faculty members with diverse research interests, particularly in ecological and physiological aspects of fisheries, marine, and wildlife biology. Approximately 60 graduate students are enrolled for the MSc/PhD degrees and 300 students are specializing in the four departmental undergraduate programs.

The College of Biological Science is currently reorganizing its curriculum. It requires an academic with strong leadership skills as the Chair of the Department of Zoology to meld the considerable strengths within the department, to recruit new faculty, and to provide direction for the 1990's.

Candidates should submit a curriculum vitae, a list of publications, and the names of at least 3 referees to:

Dr. Bruce H. Sells
Dean
College of Biological Science
University of Guelph
Guelph, Ontario, Canada
N1G 2W1

Deadline for receipt of applications is February 28, 1989

Subject to final budgetary approval

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University is committed to Employment Equity

THE UNIVERSITY OF SWAZILAND
IN COOPERATION WITH
BRANDON UNIVERSITY

(BU/UNISWA Bilateral Project)

Invites applications from suitably qualified candidates for the positions listed below. Positions commence July 1, 1989, and are for a two-year duration. Salary and rank are equivalent to Assistant or Associate Professor, unless otherwise noted, depending on qualifications and experience. Travel to and from Swaziland, Overseas Service Premium Allocation and housing on campus (subsidized rent) are provided by BU/UNISWA, along with other allowances, as appropriate.

1. Senior Lecturer in DAIRY SCIENCE - to teach Dairy Production and Technology courses to Degree and Diploma students. Will manage the University Dairy Unit, research problems related to dairy production and technology, and help to develop the Department. Qualifications - Ph.D. in Dairy Science, plus experience in running a dairy unit. Teaching experience at University or College level will be a definite advantage.
2. Lecturer / Senior Lecturer in HOME ECONOMICS - to teach courses in Clothing Theory and Textiles, Laundry, Crafts, Teaching Methods, Pattern Drafting and Design, Home Industry and Instructional Media. Qualifications - at least a Master's degree in Home Economics, with a strong Clothing and Textiles background. Teaching experience at University level would be a definite advantage.
3. Lecturer / Senior Lecturer / Associate Professor / Professor in EDUCATIONAL PSYCHOLOGY - to teach courses in Educational Psychology, Human Growth and Development, Research Methods and Psychology of Learning, and to conduct research. Qualifications - at least a Master's degree in a field of Educational Psychology or closely related field. Experience and capability to facilitate others' research and administer an educational research institute would be an advantage, as would the ability to teach Guidance and Counseling.
4. Lecturer in THEOLOGY AND RELIGIOUS STUDIES - to teach undergraduate courses and conduct research. Qualifications - at least a Master's degree with Philosophy of Religion (and ethics) as the area of specialization, although a Ph.D. would be preferable. An interest in New Testament Studies, as well as experience at University level in teaching and research would be a definite advantage.
5. Lecturer in AFRICAN LITERATURE - to teach courses in modern literature offered by the Department and to supervise fourth year projects. Qualifications - an M.A. or Ph.D. degree in Literature, with specialization in African Literature. A knowledge of one or two Bantu Langueges would be an advantage.
6. Lecturer in LINGUISTICS - to teach courses in Language and Linguistics to first through fourth year students, including courses in Phonetics, Morphology and Syntax (Semantics), and to supervise fourth year students' projects on Linguistic Topics. Qualifications - a Ph.D. in Pure Linguistics and experience in teaching linguistics to undergraduates.
7. Lecturer in ECONOMICS - to teach Mathematics and Statistics for Economists ((i.e. Quantitative Methods), Econometrics, plus one of the following: Industrial Economics, Agricultural Economics, Transport Economics, Economics of Natural Resources, Public Finance. Qualifications - at least a Master's degree in Economics, although a Ph.D. would be preferable.

Applications, including a current curriculum vitae, and three references relating to teaching ability, should be forwarded, not later than January 31, 1989 to

Dr. P. G. Hatamandaris, Director
International Development Projects
Brandon University
Brandon, Manitoba
R7A 6A9

The UNIVERSITY of WESTERN ONTARIO

DIRECTOR OF DEVELOPMENT

is required to conceptualize, implement and monitor a first rate annual development program, with special responsibilities during major campaigns. The Director will work closely with senior University administrators, students and volunteers, and will develop strong contacts with leaders in business, industry and government.

Candidates will have experience with major fund-raising campaigns, an appropriate university degree, as well as strong managerial and interpersonal skills. Demonstrated experience and knowledge of annual, capital and planned giving, and a creative approach to development, are also requirements for this position.

Salary will be commensurate with education and experience and is at present under review.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications should be forwarded accompanied by a detailed résumé, the names of three references and salary expectations BEFORE February 1, 1989 to:

The Personnel Department
Stevenson-Lawson Building, Room 262
The University of Western Ontario
London Ontario N6A 5B8

"An Equal Opportunity Employer"

COMMERCE
SCARBOROUGH CAMPUS
UNIVERSITY OF TORONTO

Subject to budget availability: applications are invited for three assistant professor, tenure-track positions in Finance, Organizational Behaviour/Personnel, and Management Science/Computers to commence July 1, 1989. In all cases, we are seeking individuals who will have completed a PhD in the appropriate discipline. Applicants should have a strong research orientation and be interested in teaching at both the graduate and undergraduate levels. Applicants for the Finance vacancy should have a broad financial background with a particular interest in corporate finance and/or investments. Those interested in the OB/Personnel position should be capable of teaching courses in organizational behaviour, organizational theory/design and personnel/human resources. The MS/Computer position requires an individual who has expertise in both the decision analysis area as well as computer applications within a business environment. Applications will be accepted until 15 February 1989.

Interested persons should forward a current C.V. and the names of three references to:

Professor John Miron, Chair, Division of Social Sciences, Scarborough College, University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4.

The University of Toronto encourages both women and men to apply for positions. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

THE UNIVERSITY OF NEW BRUNSWICK

Department of Forest Resources

Sabbatical research opportunities
Post-doctoral fellowships
MScF and PhD programs

The Department of Forest Resources is seeking exceptionally well-qualified applicants for graduate studies and research in the following areas:

Tree Physiology	Forest Tree Breeding
Biotechnology	Tree Morphogenesis
Forest Genetics	Tree Seed Production

As of January 1989, we have a few vacancies to fill in our well-equipped research labs.

The University of New Brunswick is the leading anglophone university in the province. It offers a full range of programs and facilities to 7,500 full-time and 2,500 part-time students.

Interested candidates should contact:

Dr. A.T. Easley, Chairman
Department of Forest Resources
University of New Brunswick
Bag Service #44555
Fredericton, N.B.
E3B 6C2
(506) 453-4501

UNIVERSITY OF NEW BRUNSWICK

THE UNIVERSITY OF BRITISH COLUMBIA
FACULTY OF SCIENCE
DEAN

Outstanding candidates are sought for the position of Dean of the Faculty of Science. The new Dean will take office July 1, 1989 or as soon thereafter as possible. The Faculty comprises eleven departments that offer B.Sc., M.Sc. and Ph.D. programs. The B.Sc. can also be earned in selected departments in the Faculties of Arts and of Medicine. There are more than 300 full-time faculty members.

The successful candidate will be a scholar recognized internationally in a field of research that enhances the Faculty. He or she will provide dynamic leadership within the Faculty and play a constructive part in the University's general academic leadership. The Dean will have proven administrative ability and will be dedicated to excellence in teaching.

Applications and nominations should be directed to **Dr. Daniel R. Birch, Vice President (Academic) and Provost, The University of British Columbia, 6328 Memorial Road, Vancouver, B.C. V6T 2B3,** no later than March 31, 1989, and must include a curriculum vitae, a list of publications and the names of at least three referees.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia offers equal opportunity for employment to qualified female and male applicants.

THE UNIVERSITY OF MANITOBA

NSERC INDUSTRIAL CHAIR -
MECHANICAL ENGINEERING

The Department of Mechanical Engineering at the University of Manitoba invites nomination and applications for the NSERC Industrial Research Chair in Advanced Manufacturing Systems.

The Chair-holder will be involved in research on advanced manufacturing and production technologies of concern to industry, in particular, to small and medium sized industry in Manitoba. Funds for the support of research and operations of the chair for the initial 5 years have been committed by both the Natural Sciences and Engineering Research Council (NSERC) of Canada and seven diversified sponsoring industry.

NSERC Industrial Research Chair is regarded as a highly prestigious position by the academic community in Canada. The successful candidate will be a well established researcher with an outstanding academic credential. Industrial experience, or a track record of active and ongoing funded interaction with manufacturing industry will definitely be a requirement. The appointment will be tenure stream at a senior rank in the Department with nominal teaching duties.

The Chair-holder will be expected to work closely with staff in both the Mechanical and Industrial engineering programs. Both these programs are CEAB accredited, and offer programs up to the Ph.D. level. The Department is rapidly gaining national recognition for its unique orientation towards manufacturing/production controls with research facilities already among the best in Canada.

Winnipeg is a city of over 600,000 people with rich cultural, artistic and ethnic heritage and has lively professional sports and recreational activities.

Both men and women are encouraged to apply. In accordance with Canada Immigration requirements, priority will be given to Canadian citizens or permanent residents. All qualified individuals will be considered seriously.

Nominations or applications should be forwarded to **Dr. Tai-Ran Hsu, Head, Department of Mechanical Engineering, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2.** The closing date for nominations and applications will be March 1st, 1989, or until the position is filled.

Foothills Hospital

The Foothills Hospital's School of Nursing is part of a health care complex that takes pride in its programs of advanced patient care. In order to maintain our standard of excellence, applications are being invited for the position:

DIRECTOR—SCHOOL OF NURSING

We are seeking a dynamic and creative individual who is inspired by the challenge of charting new directions in nursing education. You are a leader and a risk taker knowledgeable in the complexities within the health care industry and the issues that impact nursing. Your career demonstrates your devotion to championing the interests of nursing students and faculty members.

Applicants must possess a contemporary vision of nursing with proven experience in clinical practice, education, administration and research. Demonstrated ability is also essential in curriculum development, team building and interpersonal relations.

Eligibility for AARN registration and preparation at a Doctoral level is required.

Foothills Hospital — a smoke free environment.

Qualified applicants are encouraged to apply by forwarding a letter of application and their Curriculum Vitae to:

Lynne Wood, Manager, Resourcing & Development, Human Resources, Foothills Hospital, 1403 - 29th Street N.W., Calgary, Alberta T2N 2T9

THE CENTRE FOR HEALTH ECONOMICS AND POLICY ANALYSIS
McMASTER UNIVERSITY
has a vacancy for a

PHYSICIAN
To Do
RESEARCH IN HEALTH SERVICES

The Centre is seeking a physician with a research interest in health care organization and financing to join a multidisciplinary group based in the Department of Clinical Epidemiology and Biostatistics, in the Faculty of Health Sciences. The group has a strong research focus in the following areas of health economics and health policy: the development and application of improved methodologies for the evaluation of costs, risks, benefits and utility of specific health services; the design and evaluation of models and policies for the delivery and financing of health and health care services; and the study of the behaviour of consumers, providers and other decision-makers in the health and health-care systems.

Candidates should possess: M.D., with research methods training and/or experience; demonstrated ability to teach and conduct research in a multidisciplinary environment including both clinical and non-clinical settings; and strong interpersonal skills. In addition to the generation and conduct of original research, participation in collaborative research with other members of the Centre, the Department, and the Faculty, and participation in the normal programs of the Centre such as health policy conferences and commentaries, responsibilities may include some or all of the following: teaching in undergraduate, graduate, and post-professional education programs in the Faculty of Health Sciences, including graduate student supervision; consultation to health professionals, administrators and other health services researchers in the McMaster region under the auspices of the Regional Service Program operated by the Department; and administrative duties commensurate with rank.

The appointment will be effective July 1, 1989. Salary will be commensurate with qualifications and experience.

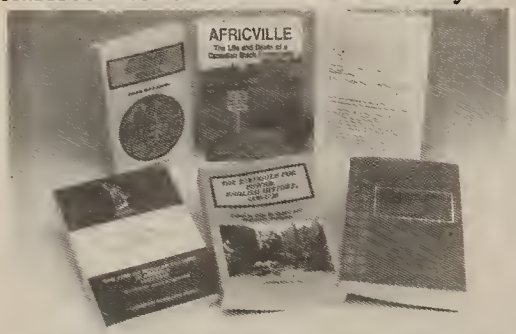
Applications should be sent to:

McMaster University

Dr. Peter Tugwell, Chairman
McMaster University
Department of Clinical Epidemiology & Biostatistics
1200 Main Street West
Hamilton, Ontario
L8N 3Z5

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Your text or reader can be in the classroom for the 1989-90 academic year



Now there is a new way to publish high quality books for the classroom.

For classes of one hundred students or more **Canadian Scholars' Press** will publish a book developed by the instructor and make copies available through regular campus bookstores, at reasonable prices. We are sensitive to the needs of academics and their students.

Our service includes securing rights to previously-published material, if necessary, then professionally printing and binding the book, Cataloguing in Publication, assignment of an International Standard Book Number, and marketing.

Under most circumstances a royalty can be paid to the author or editor. *Write or call for further information:*

Canadian Scholars' Press, 211 Grenadier Road, Toronto M6R 1R9.
Telephone: 416-588-4397.

URBAN STUDIES

York University,Faculty of Arts, Division of Social Science: Applications are invited for a tenure track appointment at the Assistant Professor level commencing July 1, 1989. We are interested in a candidate to teach courses in our undergraduate Urban Studies programme, with an emphasis in Urban Sociology/Anthropology. Ph.D. and a strong background in research methodology are required. Publications and interdisciplinary teaching experience desirable. Send curriculum vitae and names of three referees by February 15, 1989, to Arthur Siegel, Chair, Division of Social Science, York University, 4700 Keele Street, North York, Ontario M3J 1P3. Candidates are asked to have three referees send letters of reference directly to the chair. The availability of this position and its terms are conditional on university approval. In conformity with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equality and men and women are invited to apply.

PHILOSOPHY

Nipissing University College invites applications for a one-year limited term position in Philosophy to commence July 1, 1989, with possibility of renewal.

Applicants are expected to have a Ph.D. or near completion. The appointment will be at the lecturer or assistant professor level. Salary is commensurate with qualifications.

The successful candidate will be expected to teach undergraduate courses in Introduction to Philosophy, and Reason and Experience in Early Modern Philosophy or Origins of Western Philosophy and one other upper year Philosophy.

Send curriculum vitae and arrange to have three letters of reference sent to:

Dr. R. Brozowski
Dean of Arts
Nipissing University College
P.O. Box 5002
College Drive
North Bay, Ontario
P1B 8L7

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Closing deadline is March 15, 1989.

McGill

ACADEMIC POSITION
DEPARTMENT OF POLITICAL SCIENCE

McGill University invites applications for one or more sessional lecturer positions (full-time or partial) for the 1989-90 academic year. The position(s) are subject to budgetary approval. Possible fields include International Politics, Comparative Politics-Developed Countries, Comparative Politics-Developing Countries. Candidates should have a Ph.D. in Political Science. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications should be submitted no later than March 10, 1989.

Applications, including a curriculum vitae, university transcripts and three letters of reference, should be sent to: **Professor Paul Noble, Chairman, Department of Political Science, McGill University, 855 Sherbrooke St.W., Montreal, Quebec, H3A 2T7.**

L'Université de Moncton est la seule université française hors Québec au Canada. Pour son département de chimie et biochimie de la Faculté des sciences et de génie, nous sommes actuellement à la recherche d'un

Professeur(e) de biochimie

Pour occuper ce poste temporaire d'une durée d'un an, vous devez détenir un doctorat dans le domaine ou l'équivalent. Les personnes combinant une maîtrise et de l'expérience en biochimie seront aussi considérées. En outre, nous comptons que vous excellez en français.

Date d'entrée en fonction : le 1er juillet 1989.

Votre traitement et vos conditions de travail seront régis par la convention collective des professeurs de l'Université de Moncton.

Votre demande, accompagnée d'un curriculum vitae et de deux lettres de référence, doit parvenir au plus tard le 15 mars 1989 à : Gilberte LeBlanc, directeur, Département de chimie et biochimie, Centre universitaire de Moncton, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9 Tél.: (506) 858-4331.

Les candidatures, considérées dès leur réception, seront examinées conformément aux exigences relatives à l'immigration au Canada (poste offert aux citoyens canadiens et aux résidents permanents).

Université de Moncton

Vice President Academic

Applications and nominations are invited for the position of Vice President Academic at Ryerson Polytechnical Institute. The appointment will be for a term of five years, preferably commencing July 1st, 1989.

Ryerson offers career professional education at the undergraduate degree level, through curricula balancing professional and liberal studies. Over 10,000 full-time students are enrolled in 33 programs, with another 30,000 registrations in Continuing Education. There are 600 tenured faculty. Ryerson is a member of the Council of Ontario Universities, the Association of Universities and Colleges of Canada, and the Association of Commonwealth Universities.

The Vice President Academic is a senior officer responsible to the President for the direction and administration of educational policies. This entails overall responsibility for strategic academic planning, program and curriculum development and review, research, enrolment planning and management, faculty appointments and professional development.

Candidates should hold a doctorate or equivalent degree, and have significant experience in university teaching, research, and administration.

Applications and nominations should be accompanied by a curriculum vitae and the names of three referees, and must be received no later than March 1st, 1989. They should be addressed to Search Committee for the Vice President Academic, Office of the President, Ryerson Polytechnical Institute, 350 Victoria Street, Toronto, Ontario, M5B 2K3.

This advertisement is directed equally to women and men and, in accordance with Canadian immigration requirements, to Canadian citizens and permanent residents.

AN EMPLOYMENT EQUITY EMPLOYER

RYERSON

The University of Calgary Academic Positions

THE UNIVERSITY OF CALGARY

The University of Calgary
2500 University Drive N.W.
Calgary, Alberta T2N 1N4

Department of Educational Policy and Administrative Studies
HEAD effective July 1 or September 1, 1989. This Department, with 21 full time faculty members, contributes to the regular and after degree BEd programs, offers MEd, MA and PhD degree programs and many other pre-service and in-service courses. Candidates should be specialists in administrative studies with a background in educational administration and/or educational policy studies. As well, they should have an established reputation in teaching, scholarship and service, possess leadership qualities and the ability to work with field organizations. This is a challenging position for a person willing to work in a collegial setting to maintain and improve programs of the Department and Faculty. The appointment will be a tenure track position at the upper Associate or the Full Professor level. The current salary range for Associate Professor is $39,554 to $63,687 and the minimum for Professor is $51,825.

Applicants should provide a curriculum vitae accompanied by a brief statement of their scholarly and organizational goals, and arrange to have three letters of reference sent by February 28, 1989 directly to: **Dr. F.D. Olive, Dean, Faculty of Education.**

Department of Music
ASSISTANT PROFESSOR IN MUSIC EDUCATION effective **July 1, 1989.** Teach undergraduate courses in Music Education such as Music for the Elementary Classroom Teacher, Music in the Elementary Schools, Music for Early Childhood Education. Doctorate required. Evidence of successful teaching experience at the elementary level required, university level desirable; publication record or other evidence of scholarly potential required. The successful candidate will show evidence of or potential for the development of a provincial, national, and international profile in his/her research area.

Applicants should submit a curriculum vitae, a copy of a published article or of a recently completed research project, and arrange to have three letters of reference sent by March 1, 1989 to: **Dr. Eugene C. Cramer, Head, Department of Music.**

Department of Music
ASSISTANT PROFESSOR IN PIANO effective July 1, 1989. Teaching piano at undergraduate and graduate level. Ability to teach in an academic area (theory, music history) desirable. Doctorate preferred. Evidence of successful professional performing experience and successful teaching experience (preferably at the university level) required; the successful candidate will show evidence of or potential for a national and international profile as a performer and teacher. Short-listed candidates may be asked for supplementary material such as an audio and/or video tape at a later date.

Applicants should submit a curriculum vitae and arrange to have three letters of reference sent by March 1, 1989 to: **Dr. Eugene C. Cramer, Head, Department of Music.**

Faculty of Social Welfare, Lethbridge Division
ASSISTANT PROFESSOR effective July 1, 1989. The University of Calgary's Faculty of Social Welfare Lethbridge Division is located on the campus of the University of Lethbridge. The successful candidate will be located in Lethbridge. The Division offers a BSW degree, has four full time faculty and a quota of forty full time equivalent students. The applicant must be able to teach a range of undergraduate courses with specific expertise in direct practice in small communities and rural settings. Doctorate in social work completed or near completion is required.

Please send application, with a curriculum vitae, examples of published articles and the names and addresses of three referees by March 31, 1989 to. **Dr. Ray J. Thomlison, Dean, Faculty of Social Welfare.**

Department of Geology and Geophysics
ASSISTANT PROFESSOR (two positions) effective July 1, 1989. Preference will be given to candidates in micropaleontology; fluid flow in porous media; petrophysics; tectonics; mathematical modelling of geologic processes. Candidates expected to have active research records and will be expected to establish successful research programs in Calgary.

Applicants should send a curriculum vitae and the names of three references by February 1, 1989 to: **Prof. E.O. Ghent, Head, Department of Geology and Geophysics.**

Salary and rank are commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to employment equity.

ROM

ASSOCIATE DIRECTOR, CURATORIAL

The Royal Ontario Museum is seeking applications for the position of Associate Director, Curatorial (ADC). The ADC is responsible for the management, administration and financial control of the curatorial activities and related services at the Museum. Reporting to the ADC are nineteen curatorial departments responsible for Earth Sciences, Life Sciences and various Art and Archaeology subject areas, as well as a curatorial services department (Collections Management, Registration, Conservation and Photography). The ADC is responsible for approximately 195 staff and a total budget of slightly over $9 million.

The primary responsibility of the position is to provide leadership for curatorial excellence within the Museum which will ensure: the preservation, conservation and integrity of presentation to the public of the museum's collections; the quality of collections related research; and structured curatorial input into the programme of gallery development, temporary exhibitions, and other public programmes.

The successful candidate will hold a Ph.D. degree or the equivalent and will have demonstrated high scholarly achievement in one of the academic subject areas covered by the museum. He or she will also have demonstrated superior managerial, communication and problem-solving skills obtained through progressively more responsible positions.

The ADC reports to the Director and normally is Acting Director in the absence of the Director. The position requires considerable independent judgement and action within the ADC's area of responsibility, as well as close liaison and participation with other senior staff and department heads in order to ensure the success of the museum's many objectives. The ADC has frequent contact with museum trustees, members and volunteers, as well as various government agencies.

The position is a term appointment for five years made by the Board of Trustees on the recommendation of the Director, and renewable by mutual consent.

Salary range: comparable to similar levels of responsibility in the Ontario Civil Service.

Applications should be sent to T. Cuyler Young, Jr., Director, Royal Ontario Museum, 100 Queen's Park, Toronto, Ontario, Canada, M5S 2C6, no later than February 20, 1989.

This advertisement is directed primarily to Canadian citizens and landed immigrants, but others are invited to apply.

SASKATCHEWAN INDIAN FEDERATED COLLEGE
University of Regina

AN INDIAN UNIVERSITY COLLEGE

The Saskatchewan Indian Federated College (SIFC) is the only Indian controlled university college in the Americas. SIFC offers undergraduate and graduate university courses and degrees in an environment of Indian cultural affirmation. Federated with the University of Regina since 1976, SIFC has been an innovator pursuing international agreements with Indigenous peoples and institutions around the world.

More than 800 students now are enrolled at SIFC. The College offers all programs in Business and Public Administration, Education, Fine Arts, Health, Sciences, Indian Studies, Indian Languages, Literature and Linguistics, Communication Arts, Social Work and Continuing Education. The College is growing rapidly. By 1990, student enrollment will be over 1,000. With this in mind, SIFC is actively recruiting faculty for new and expanded programs.

OPENINGS FOR: Full-Time University Faculty and Administrators

SIFC is looking for innovative, dynamic educators in the following disciplines:

English
- a full time position at the rank of Assistant Professor to commence September 1, 1989. In addition to the Ph.D. and a strong commitment to teaching and research, candidate must have a sensitivity to Indian issues and culture.

Fine Arts
- SIFC is expanding into the performing arts - drama, dance, music.

Education
- teaching positions at the rank of Assistant Professor or Lecturer for classes at the undergraduate levels.

- the Department Head will be responsible for curriculum development, program planning and evaluation, budgeting for the Department, and maintaining positive relationships with a variety of educational institutions locally, nationally and internationally.

Mathematics
- full time position to teach 1st and 2nd year undergraduate classes and math classes related to the School of Business. Candidates should have a Ph.D. and a strong commitment to teaching and research.

Languages/Linguistics
- the Department Head will have responsibility for an annual operating budget, program planning and evaluation as well as academic responsibilities.

Communication Arts/Journalism
- the Department Head will be responsible for budgeting, curriculum development, program planning and evaluation. Candidates should have a strong commitment to teaching and research and a sensitivity to Indian issues and culture.

Geography
- a full time position (subject to budgetary approval) to teach a minimum of 3 classes in the undergraduate levels and develop the native perspective in geography.

Social Work
- positions at Assistant Professor, Associate Professor or Lecturer levels to teach classes and curriculum development on our Saskatoon campus.

Indian Studies
- candidates will carry academic responsibilities.

Academic responsibilities include:

- **teaching classes at the undergraduate levels both on and off campus;**
- **curriculum development and research activities;**
- **student counselling;**
- **community involvement.**

Administrative responsibilities at the Department Head level would include:

- **recruitment of academic staff, supervision and evaluation of staff, both academic and support;**
- **annual program planning for department and five year projections including curriculum and program planning;**
- **annual budget preparation and control;**
- **meet with and negotiate with university committees regarding programs and classes.**

Ideally candidates will have the necessary academic qualifications for appointment at one of the professorial ranks from Lecturer to full Professor; at least 5 years teaching experience in the applicable discipline, demonstrable commitment to scholarship and research; and a sensitivity to Indian culture and tradition.

Salary is competitive and commensurate with qualifications.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Applications and Nominations *(including a resume and names of at least 3 referees)* should be sent to:

Oliver Brass, Ph.D.
President
Saskatchewan Indian Federated College
118 College West
University of Regina
Regina, Saskatchewan
S4S 0A2 Telephone: (306) 584-8333

SIFC

University of Regina

THE UNIVERSITY OF REGINA INVITES APPLICATIONS AND NOMINATIONS FOR THE POSITION OF DEAN OF THE FACULTY OF ENGINEERING

The Dean will provide academic leadership and sound administration to a Faculty with 35 academic and support staff and approximately 350 undergraduate and post-graduate students. Three professionally accredited baccalaureate programs are offered within a co-operative work-study format which emphasizes the 'system' approach to engineering: Electronic Information Systems, Industrial Systems and Regional Systems (water, environment and transport). The Faculty has an active research program and is committed to involvement with industry in research and technology transfer.

The Dean will provide effective representation of the Faculty within the University and the larger community. Candidates should have demonstrated administrative skills, an excellent record of teaching and research in Engineering, and an understanding of the integral relationship between undergraduate education, research and graduate studies.

The appointment will commence on July 1, 1989, and will normally be for a term of five years. Both women and men are encouraged to apply. In accordance with Canada Immigration requirements, priority will be given to Canadian citizens or permanent residents. Send applications or nominations, including a complete curriculum vitae and names of at least three references in confidence by February 28, 1989, to:

Dr. Brian L. Scarfe
Vice-President (Academic)
University of Regina
Regina, Saskatchewan
S4S 0A2

University of Alberta
Edmonton

Assistant/Associate Professor
Faculty of Dentistry
Oral Microbiology

Applications are invited for a full-time tenure-stream position in the Division of Pathology in the Department of Oral Biology. The position will be effective July 1, 1989. Applicants must have a dental degree and graduate training and a minimum of two years postdoctoral research experience in oral microbiology, and be prepared to teach in the Department's undergraduate and graduate courses in Oral Microbiology and, to a more limited extent, in Oral Pathology. Preference will be given to applicants with a higher degree (Ph.D. or equivalent) and additional teaching experience in one of the Department's other areas of teaching responsibility (Anatomy, Biochemistry, Physiology and Pharmacology) or one of the Faculty's clinical disciplines. Rank and salary are commensurate with education and experience of an Assistant Professor ($33,144 - $47,280) or Associate Professor ($41,390 - $59,534). In accordance with the Canadian Immigration requirements this advertisement is directed at Canadian citizens and permanent residents.

Send application, including curriculum vitae and the names of three referees, no later than February 28, 1989 to:

Dr. D.M. Paton, Professor and Chairman
Department of Oral Biology
University of Alberta
Edmonton, Alberta T6G 2N8

The University of Alberta is committed to the principle of equity in employment.

PRINCIPAL
NOVA SCOTIA AGRICULTURAL COLLEGE
TRURO, NOVA SCOTIA

The Nova Scotia Agricultural College, Department of Agriculture and Marketing invites applications and nominations for the position of Principal, to be located in Truro, Nova Scotia.

The Nova Scotia Agricultural College was established in 1905 and offers degree, vocational and technical programs in agriculture and related fields. It caters primarily to residents of the Atlantic Provinces but increasingly to students from across Canada. An active and expanding program of international involvement brings many others to campus each year. The B.Sc. (Agriculture) degree is awarded in association with Dalhousie University with whom a formal agreement also exists for graduate training at the M.Sc. and Ph.D. level. Current enrollment is approximately 300 degree and 200 technical students taught by 69 faculty.

The College, which operates as a unit of the Nova Scotia Department of Agriculture and Marketing, is situated on a 200-hectare campus in central Nova Scotia. A recent, extensive capital building program has established a modern campus to support both teaching and an expanding research program which serves the Atlantic region. The faculty, facilities and programs reflect a broad, diversified and integrated approach to the life sciences as related to agriculture and food, engineering and landscape horticulture.

The Search Committee will be particularly interested in candidates with substantial administrative experience at a senior level, a record of achievement in teaching and scholarly activity normally associated with a senior academic appointment and a strong background in agriculture. Candidates should have demonstrated ability to communicate effectively with faculty, students, staff and the agricultural community.

The vacancy is a result of the retirement of Dr. H.F. MacRae after 16 years in the position. Initial appointment will be for a five-year term commencing October 1, 1989.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Applications and nominations, accompanied, in the former case by a curriculum vitae and the names of three referees, should be sent by March 31, 1989 to:

Professor I.M. Fraser
Secretary
Search Committee
P.O. Box 550
Truro, Nova Scotia

Nova Scotia
Department of Agriculture and Marketing

McMaster University

DEAN OF BUSINESS

Applications are invited for the position of Dean, Faculty of Business, effective July 1st, 1989. The present Dean, Dr. G. Torrance, is retiring in June, 1989.

The Faculty of Business is one of the six Faculties of the University and has a total enrollment of 1300 undergraduate students, and more than 500 graduate students. The current faculty complement is 52 full-time and 22 part-time members and there are 23 full-time support staff. In addition to the Commerce programme, the Faculty participates in an undergraduate programme in Engineering and Management jointly with the Faculty of Engineering, and a programme in Labour Studies in co-operation with the Faculty of Social Sciences. The MBA programme is offered in three options : full-time, co-op, and part-time. There is a new and expanding Ph.D. programme in Business Administration.

The Faculty offers management development seminars on a regular basis, teaches an MBA programme in Beijing, and coordinates the Canadian Management Development programme in China on behalf of the Canadian Federation of Deans of Management and Administrative Studies. The Faculty houses and plays a major role in the Management of Technology Institute, co-operatively sponsored by the Federal Government, McMaster University and industry.

The Faculty is strong in research and receives good support from the Federal Granting Councils, particularly the Natural Sciences and Engineering Research Council. The Accounting Research and Education Centre in the Faculty has significant external funding support.

An active Business Advisory Council of senior executives provides advice and assistance. With their help and that of other private donors funds have been raised for a new business building which is now in the design stage. Both the building and the school are to be named in honour of Mr. Michael G. DeGroote, a major benefactor.

Please apply to Dr. L. J. King, Vice President (Academic), McMaster University, Hamilton, Ontario, L8S 4K1.

University of Alberta
Edmonton

Department Chair
Department of Marketing and Economic Analysis
Faculty of Business

The University of Alberta invites applications for the position of Chair of the Department of Marketing and Economic Analysis in the Faculty of Business. An ideal candidate will have a proven academic record in marketing or managerial economics and a demonstrated capability in administration in an academic department that crosses business functional-area boundaries. The department of Marketing and Economic Analysis currently has 23 academic positions in the areas of marketing, economic analysis, and legal relations.

An appointment with tenure will be made at the rank of professor. The Department Chair will carry one-half the normal teaching load. The University of Alberta offers competitive salaries and an attractive fringe benefit package. A variety of research funding and release time opportunities are available. Edmonton, the capital of Alberta, has a population approaching 750,000 and offers excellent recreational and cultural amenities.

The deadline for applications is February 15, 1989. Interested persons should contact:

Lorne C. Leitch, Acting Dean
Faculty of Business
University of Alberta
Edmonton, Alberta, Canada T6G 2R6

The University of Alberta is committed to the principle of equity in employment.

DIRECTOR, HEALTH STATUS RESEARCH UNIT
UNIVERSITY OF SASKATCHEWAN

Applications are invited for the position of Director of the Health Status Research Unit in the Department of Community Health and Epidemiology at the University of Saskatchewan. The successful applicant, who will have a faculty appointment, will direct the research activities of the unit in areas including health promotion strategies, evaluation of population health status, and analysis of risk factor distribution in the Saskatchewan population.

Qualifications:
Candidates should have a Ph.D. or M.D. degree and have experience in research in the relevant areas.

Rank:
Academic appointment and salary will be commensurate with qualifications and experience.

Saskatoon is a vigorous, exciting, rapidly expanding city of approximately 185,000 people. Its annual population growth of 3.9% makes it one of the fastest growing cities in Canada. In addition to the University of Saskatchewan, Saskatoon has educational standards and facilities for younger family members equal to the best in North America. The city has over 3000 acres of parks and has many excellent recreational and cultural facilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applicants should submit an up-to-date curriculum vitae to

Dr. Brian Habbick
Professor and Head
Department of Community Health & Epidemiology
University of Saskatchewan
Saskatoon, Saskatchewan
Canada S7N 0W0

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University of Alberta
Edmonton

Assistant/Associate Professor
Faculty of Dentistry
Dental Health Care

Applications are invited for a full-time tenure-stream academic position in Geriatric Dentistry, Department of Dental Health Care. The position will be effective as of July 1, 1989. Candidates should have completed a Geriatric Dentistry or General Practice Residency Program or hold specialist qualifications in an area such as Geriatric Dentistry or Prosthodontics. General activities include teaching in clinical predoctoral and dental hygiene courses and involvement in the hospital program. The position also requires a demonstrated interest and pursuit of scholarly activity and research. Intramural private practice facilities are available. Applicants should be eligible for licensure in dentistry in the province. Rank and salary are commensurate with education and experience of an Assistant Professor ($33,144 - $47,280) or Associate Professor ($41,390 - $59,534). In accordance with the Canadian Immigration requirements, this advertisement is directed at Canadian citizens and permanent residents.

Send application, including a curriculum vitae and the names of three referees, no later than February 28, 1989 to:

Dr. G.W. Thompson, Chairman
Department of Dental Health Care
University of Alberta
Edmonton, Alberta T6G 2N8

The University of Alberta is committed to the principle of equity in employment.

Algoma University College

Algoma University College, Sault Ste. Marie, seeks to make a faculty appointment in Commerce and Business.

This is a tenure-track position, teaching General Business Administration; ability to teach Marketing, Accounting, and other business areas is an asset. We are seeking a candidate committed to excellence in teaching, preferably with a completed Doctoral degree and relevant teaching experience.

Rank and salary commensurate with qualifications. Algoma University College is a small but growing institution committed to excellence in undergraduate teaching. We offer Bachelor's degrees in 16 areas of Arts and Sciences, and are expanding our programs and enrollment in the Business area with the creation of a Bachelor of Business Administration degree. We are affiliated with Laurentian University of Sudbury.

Located in scenic Northern Ontario, AUC offers a high quality of life coupled with a challenging academic environment and a competitive salary and benefits package.

Applicants should submit a letter of application, with a current Curriculum Vitae and names of three referees, to:

Dr. Thomas A. Alteway Academic Deen
Algoma University College
1520 Queen Street East
Sault Ste. Marie, ON
P6A 2G4

In accordance with Canadian Immigration Policies this advertisement is directed primarily at Canadian citizens and permanent residents. AUC is an equal opportunity employer.

McGill

DEVELOPMENTAL BIOLOGIST

The Department of Biology invites applications for a tenure-track position at the Assistant Professor level, effective September 1, 1989. We seek a developmental biologist using cellular, molecular and/or genetic approaches. The successful candidate is expected to establish a strong research program and to participate in teaching developmental biology. Applications are invited from all, although, in accordance with Canadian immigration regulations, applications from Canadian citizens or permanent residents will be considered first.

Send curriculum vitae, statement of research interests and goals, representative reprints, and three letters of reference to **Dr. Barid Mukherjee, Chairman, Department of Biology, McGill University, 1205 Avenue Docteur Penfield, Montreal, Quebec, Canada H3A 1B1.** Deadline, February 15, 1989.

L'Université de Moncton, la seule université française au Canada hors Québec, cherche actuellement à combler deux postes temporaires d'une durée d'un an :

Professeur(e)s,
psychologie éducationnelle

L'une des charges d'enseignement comportera des cours d'apprentissage appliqué à l'éducation, en plus de porter sur la déficience mentale ainsi que la programmation en éducation spécialisée. Participer à la supervision des étudiants en stage d'enseignement sera aussi de votre ressort.

À l'autre poste en psychologie éducationnelle, vous donnerez des cours en évaluation, mesure, statistique, et vous vous occuperez de recherche en éducation aux niveaux du baccalauréat et de la maîtrise.

Titulaire, de préférence, d'un doctorat dans l'un des domaines mentionnés ci-dessus, vous êtes disposé à entrer en fonction le 1er juillet 1989.

Votre rémunération sera établie selon la convention collective en vigueur.

Faites parvenir votre curriculum vitae ainsi que trois lettres de référence avant le 30 avril 1989 à : **M. Aldéo Renaud, directeur, Département de psychologie éducationnelle, Faculté des sciences de l'éducation, Université de Moncton, Moncton (Nouveau Brunswick) E1A 3E9.**

Ces postes sont offerts également aux femmes et aux hommes qui sont citoyens canadiens ou immigrants reçus.

Université de Moncton

UNIVERSITE YORK UNIVERSITY

Toronto, Canada

Dean, Faculty of Fine Arts

Applications and nominations are invited for the position of Dean of the Faculty of Fine Arts.

The Faculty of Fine Arts, the largest of its kind in Canada, consists of the Departments of Dance, Film Video, Music, Theatre and Visual Arts, with graduate studies in all departments. There are approximately 85 full-time faculty and 1425 students.

Candidates should have qualifications appropriate to a senior faculty appointment within a department. Administrative experience or aptitude is essential. The appointment is for a term of five years, and commences July 1, 1989.

Applications and nominations will be accepted until January 30, 1989 and should be submitted to:

The Secretary,
Search Committee for the Dean of Fine Arts,
Room S949 Ross Building
North York, Ontario M3J 1P3.

York University is implementing a policy of employment equity. Qualified women and men are invited to apply.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

University of Alberta
Edmonton

Assistant/Associate Professors
Department of Physical Education and Sport Studies

Applications are invited for five tenure-track positions in the Department of Physical Education and Sport Studies, University of Alberta, Edmonton, Alberta. Applicants will be expected to have a doctoral degree in a related field and an active research program. The appointments will be at the assistant or associate Professor level (current salary - $33,144 - $59,534 p.a.) and will be effective July 1, 1989.

Department priorities for these positions are in the areas of:

- **Adapted Physical Education**
- **Athletic Therapy/Athletic Medicine**
- **Biomechanics**
- **Health Promotion/Health Psychology**
- **Outdoor Education**

Successful applicants will be expected to teach in the undergraduate and graduate programs, advise graduate students and maintain an active research program. Preference will be given to applicants who can contribute to the broader scope of department needs. The potential also exists for joint appointment with other departments.

The Department of Physical Education and Sport Studies offers a four-year B.P.E. degree, M.A. and M.Sc. degrees and a Ph.D. degree. The undergraduate degree includes a strong discipline, activity, and professional focus and offers ten routes of concentration. Graduate degrees are offered in Behavioural, Socio-Cultural and Biological areas.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Further details regarding the Department and these positions are available upon request. Applications, including a description of research and teaching interests, and accompanied by a curriculum vitae and names of three referees, should be sent prior to March 1, 1989 to:

H.A. Quinney, Chair
Department of Physical Education & Sport Studies
University of Alberta
Edmonton, Alberta T6G 2H9

The University of Alberta is committed to the principle of equity in employment.

SYSTEMS LIBRARIAN

The University of Lethbridge Library is seeking a dynamic professional librarian to plan and implement an integrated library automated system. In consultation with library staff and others, the systems librarian will be responsible for the successful acquisition, implementation, and maintenance of automated systems and new technologies in the Library.

The successful candidate will have a knowledge of current academic library and automation practices. Strong organizational, management, and interpersonal skills are essential. Good verbal and written communication skills, as well as the ability to work efficiently and independently, are important. Experience in a Vax environment is desirable.

The University of Lethbridge Library has a collection of 980,000 items and a staff of 36 serving 3200 students and 260 faculty.

MLS degree required; minimum three years related experience. The position will be filled at the rank of Librarian II (starting rate $32,560) or Librarian III (starting rate $38,974) depending on qualifications. Excellent benefits. Application deadline is January 31, 1989.

Please send curriculum vitae and the names of three referees to:

The University of Lethbridge

University Librarian
The University of Lethbridge
4401 University Drive
Lethbridge, Alberta
T1K 3M1

DEPARTMENT OF PSYCHIATRY
QUEEN'S UNIVERSITY
KINGSTON, ONT.

The Department of Psychiatry at Queen's University invites applications for a junior level academic position. This is a tenure-track vacancy located at the Hotel Dieu Hospital, a teaching hospital affiliated with the University. The incumbent will be one of five geographic full time adult psychiatrists who share the clinical service load at the Hotel Dieu (inpatient, outpatient, emergency, and consultation). Currently there is an eighteen bed inpatient unit located at the Hotel Dieu but the completion of a major extension will increase this to 36 beds.

The incumbent will be expected to teach at both the graduate and undergraduate levels as well as become actively involved in both ongoing and new research projects within the department.

Candidates of both sexes are equally encouraged to apply and in accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Enquiries and applications may be directed to:

Frank J. Jarrett, M.B.
Acting Chairman
Department of Psychiatry
Queen's University
Kingston, Ontario
K7L 3N6

SCHOOL OF SOCIAL WORK

A tenure-track Assistant Professor position is available at the School of Social Work, commencing July 1, 1989.

The School aims to prepare graduates for the generalist practice of social work in northern and rural communities. Included in the core program are courses in generalist practice, research, rural communities, adult education, law and organizations. The teaching responsibilities are flexible depending upon the expertise of the selected candidate but will include one practicum course.

Preference will be given to applicants with extensive practice experience, particularly in rural communities and with native people, an M.S.W. or Ph.D., teaching experience at a university level and/or in distance education format and a record in research and publication. Women are particularly encouraged to apply.

Salary: To be determined.

Curriculum Vitae, current teaching evaluations and the names of three referees should be sent to: **Professor Marilyn Callahan, Director**
School of Social Work
University of Victoria
P.O. Box 1700
Victoria, B.C. V8W 2Y2

Deadline for Applications: February 28, 1989.

The University of Victoria offers equal employment opportunities to qualified male and female applicants.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UVic UNIVERSITY OF VICTORIA

McGill

PLANT MOLECULAR BIOLOGIST

The Department of Biology invites applications for a tenure-track position in plant molecular biology. The successful candidate will be expected to develop a strong research program and to contribute to graduate and undergraduate teaching. The department has excellent facilities for plant growth and tissue culture.

The starting date will be on or before September 1, 1989. Rank and salary will be commensurate with experience.

Send curriculum vitae, statement of research interest, representative reprints and have three letters of reference forwarded to **Dr. Burid Mukherjee, Chairman, Department of Biology, McGill University, 1205 Avenue Docteur Penfield, Montreal, Quebec, Canada H3A1B1.**
Deadline for applications February 15, 1989

RESEARCH ASSOCIATE

Applications are invited for a position of Research Associate in the Department of Biological Sciences. Required qualifications: PhD in Physical Biochemistry or a related area with at least three years of postdoctoral research experience in two-dimensional NMR of peptides, proteins and oligonucleotides. Familiarity with modern computational methods for structural analysis of biomolecules will be considered an asset. Salary range: $24,000 - $28,000 per annum depending on experience. Starting date: as soon as possible. This term position is funded from external sources and is not a University support staff appointment. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Send curriculum vitae and three letters of reference before January 31, 1989 to: Dr. H.J. Vogel, Department of Biological Sciences, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4.

The University of Lethbridge

SCHOOL OF MANAGEMENT

A faculty complement of 23 is being increased to 31. We have openings for specialists at all academic ranks to commence on July 1, 1989 in the following fields: Accounting (financial); Accounting (theory); Agriculture; Business Policy and Strategy (Case Teaching); Finance; Information Systems or Management Science; Gender in Management; Management and Canada's Native Societies; Management Skills and Executive Training; Marketing; Organization Behaviour; Personnel/Industrial Relations.

QUALIFICATIONS: Only a candidate with, or who is near completion of, a Ph.D. is eligible for a tenure track faculty position. A candidate with an MBA, or other relevant credential, is eligible for a lecturer or an academic assistant position. A successful lecturer may later become eligible for financial support if she/he chooses to complete a doctorate.

THE UNIVERSITY: A primarily undergraduate institution with 3500 full time students, proud of its teaching and research strengths in the liberal arts; fine arts; education, nursing and management.

THE SCHOOL: Accepts 180 students into third year of a four year degree program. Offers a full range of majors as well as joint major and degree programs with departments in the Faculty of Arts and Science. Requires all students to acquire applied communication, microcomputer, and management skills in addition to completing a rich and varied academic program. The curriculum is theoretically based, but is supplemented by case study teaching, consulting and work-study programs.

THE CITY: Lethbridge is Alberta's third largest city. It is located 120 miles south of Calgary close to the recreational areas in the Montana, Alberta and British Columbia Rockies.

Please direct inquiries to:

Dr. George Lermer
School of Management
The University of Lethbridge
4401 University Drive
Lethbridge, Alberta, Canada, T1K 3M4
(403-329-2633)

Positions Available / Postes vacants

ACCOUNTING

BROCK UNIVERSITY. School of Administrative Studies. Tanura track positions are available in the Department of Accounting and Finance for faculty with interests in Financial and Managerial Accounting, Taxation, Auditing and Information Systems. Currantly the School offers an Accounting Major option within its Honors Bachelor of Administrative Studies Program. Within this program, approximately 250 students ara enrolled in a Co-op Work-Study Program accredited by the Institute of Chartered Accountants of Ontario. In the Fall of 1989, a new degraa program, leading to a Bachelor of Accounting degree is to be inaugurated. The program will integrata four years of study in accounting with a compliment of business, social science, mathematics and humanities courses. Brock University, with mora than 5,000 full-time studants, is located in the heart of the Niagara Peninsula in St. Catharines, Ontario. The Peninsula offers excellent lifestyla options and is proximala to major business centres. Candidates with a Ph.D. in hand or in progress who ara interested in both taaching and rasaarch are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An application, including a curriculum vitaa and the names of three referees, should be submitted to T. Barnes, Chairperson, Department of Accounting and Finance, School of Administrative Studies, Brock University, St. Catharines, Ontario, L2S 3A1

UNIVERSITY OF WATERLOO. Business Administration. Accounting. Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting, (ii) tinance, (iii) information systems, (iv) auditing, (v) taxation Ph.D. or equivalant. Salary will depend on qualifications. Appointments effective July 1, 1989 or by arrangement. Appointments available until positions filled. Send resumes to Dr. J.R. Hanna, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of tha University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Profassors wharever possible. Applications from women candidates are particularly welcome. An Employment Equity Employer.

ADMINISTRATIVE STUDIES

TRENT UNIVERSITY. Administrative and Policy Studies Program. Applications are invited to fill two limited term positions at the Assistant Professor level. Ona position could laad to a tenure track appointment, tha other is subject to budgetary approval. Applicants should hava taaching and research interests in two of the following areas: Financial and Bahavioural Accounting; Entrepreneurship; Organizational Design; and Marketing. Applicants should possass either a Ph.D. or a Mastar's degrea in Management with avidence of published research. Applications, accompanied by a curriculum vitae and the namas of thraa ratarees should be sent to. Professor I.D. Chapman, Acting Director, Administrative and Policy Studies Program, Trent University, Peterborough, Ontario, K9J 7B8.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Applications are invited for alimited-term appointment. Starting data July 1, 1989. A postgreduate degrea, successful teaching experiance and provan capacity for research ara required. Salary, rank and lengthof appointment will depend on qualifications and expedience. Teaching duties normally include two of the following areas: business/public administration, business law, decision analysis, information studies, organizational behaviour, technology and changa. Applications (with Curriculum Vitae and the names and addresses of three referees) should be sent to Professor I.F. Suttie, Director, Centra for Administrative and Information Studras, Faculty of Social Science, Social Science Centra, The University of Western Ontano, London, Ontario, N6A 5C2. Positions ara subject to budget approval. In accordance with Canadian immigration requirmants, this ad is directed to Canadian Citizens and Permanant Residents of Canada. Tha University of Western Ontanors an Equal Opportunity Employer.

YORK UNIVERSITY. Faculty of Administrative Studies. Commencing July 1, 1989, and July 1, 1990, faculty positions will be available in the following areas. Accounting, Bahavioural Science, Economics, Labour Relations, Finance, Management Science, Management information Systems, Marketing, Policy & Environment. Management Policy, Production Management. These positions are subject to budget approval and in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of amplyment equity. Qualified women and men are invited to apely. Rank and salary ara open. Successful candidates will be expected to be active in rasearch and to teach in the Ph.D., Masters, and Undargraduate Programmes. Contractually Limitad Appointments are also available. Please submit curriculum vitae and references to: Dezso J. Horvath, Dean, Faculty of Administrative Studias, York University, 4700 Keele Street, North York, Ontario, M3J 1P3. Deadline for submissions — when positions are filled.

ANATOMY

UNIVERSITY OF MANITOBA. Assistant/Associate Professor of Anatomy. Applications are invited to fill e tenura-track appointment at the rank of an Assistant or Associate Profassor beginning July 1, 1989. Candidates should have a D.D.S./D.M.D. or Ph.D degree with teaching experience in histology, in addition to at least one other area (neuroanatomy, embryology). The teaching responsibility will be to dental, dental hygiene, and postgraduate diploma students in dentistry. The successful applicant is expected to develop a productive research program. Both woman and men ara encouraged to apply. In accordance with Canadian Immigration, priority will be given to Canadian citizens or permanent residents. Applicants should submit their curriculum vitae, an outlina of their research goals, and arrange for three letters of reference to be sent to: Dr. G.H. Bowden, Professor and Head, Department of Oral Biology, Faculty of Dentistry, University of Manitoba, 780 Bannatyne Avenue, Winnipeg, Manitoba, Canada. R3E 0W2. Deadline for applications is March 1, 1989.

UNIVERSITY OF OTTAWA. Applications are invited for one (1) Medical Research Council of Canada Scholarship to be sponsored by the Department of Anatomy. Candidates pursuing research in the area of Cell Biology are encouraged to apply. Preference will be given to individuals who use modern morphological techniques. Well equipped tissua cultura and electron microscopic facilities are available. It is anticipated that the position will be transformed into a currently established tenure-track appointment. The successful apolicant will be sponsored in the 1989 competition for appointment in July, 1990. Send by March 1, 1989, a curriculum vitaa, statement of research interests, reprints and three latters of reference to: Dr. Eunica R. Lee, Department of Anatomy, University of Onawa, 451 Smyth Road, Onawa, Ontario. Canada K1H 8M5

ANTHROPOLOGY

THE UNIVERSITY OF ALBERTA, Department of Anthropology, invites applications from socio-cultural anthropologists for a tenura-track position at the junior Assistant Professor laval. This appointment is subject to budget approval. The successful candidate will hold e Ph.D. and teaching and research experiance are important. Topical areas include peasant or pastorel societies, nation states and minorities, anthropology of health. Preferance will be given to those with geographic interests in Africa, the Near East or East Asia. Effective date of appointment - July 1, 1989. Salary - $33,144 Closing data for receipt of applications - March 15, 1989 Send curriculum vitae and names of at least three references to: Chair, Selection Committee, Department of Anthropology, University of Alberta, Edmonton, Alberta, Canada T6G 2H4 The University of Alberta is committed to the principle of equity in employment. In accordance with Canadian Immigration Regulations, this advertisemant is directed to Canadian citizans and permanent residents of Canada.

ARCHITECTURE

CARLETON UNIVERSITY. School of Architecture. Positions available including term/tenure-track positions (rank open) for ona or two years beginning July 1, 1989 or January 1, 1990. Candidates should have B.Arch and higher degree or equivalent; also teaching and profassional work experience. Should be prapared to taach Design Studio at any level and ona or mora of the following specializations. Theory and History of Architecture; Landscape Architecture; Urban Design; Building Science and Technology Send curriculum vitae and the names of three referees to: Profassor Gilbert Sutton, Director, School of Architectura, Carleton University, Ottawa, Ontario K1S 5B6. Closing date April 1, 1989. These positions ara available subject to budgetary approval and are open to both men and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ART HISTORY

CONCORDIA UNIVERSITY. The Department of Art History, Faculty of Fine Arts invites applications for three positions: 1. Starting August 1st 1989, e position in historical and early 20th Century Canadian Art, primarily in painting. In the context of a graduate programme and undergraduate courses in Canadian Art History. Experience in a related field of art history; Ph.D. required; teaching experience; publications, bilingual French and English Administrative duties will be part of normal expectation in the position. Tenura stream appointment at a rank and salary commensurate with qualifications. 2. Starting August 1st 1989, a Limited Term Appointment (One year contract with possibility of renewal) postclassical art history and art theary, aspect of Canadian An and/or Architectural History advantageous; Ph.D. in progress or completed; taaching experience. The L.T.A. is expected to taach 18 credits of 3 credit semester courses; committee participation Non tenure stream; salary to be determined. 3 Starting August 1st 1989 (subject to approval of funding for the position), a Limited Term Appointment (ona year contract with possibility of ranewal) post-classicat art history and art theory; aspect of Canadian Art and/or Architectural History advantageous; Ph.D. in prograss or completed; teaching experince The L.T.A. is expected to taach 18 credits of 3 credit semester courses; committee participation. Non tenure stream; salary to be determined. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is an equal opportunity employar. Candidates should send a lattar of application, resumé and names of three ratarances, by February 15th, 1989 to Assoc. Prof. D.F Andrus, Chair, Department of Art History, VA-431 Concordia University, 1455 da Maisonneuve Boulevard West, Montreal, Quebec, H3G 1M8

NOVA SCOTIA COLLEGE OF ART AND DESIGN. An initial three year appointment at the rank of Assistant or Associate Profassor. Contract to commence July 1, 1989. To teach a survey course in the history of Nineteenth Century Art and other undergraduate elective courses. A Ph.D. degree and teaching experience at the university lavel are required qualifications. The salary is dependent upon qualifications and according to tha College salary grid. In accordance with Canadian immigration regulations, this notice is directed to Canadian citizens and permanent residents. The closing data for applications is February 15, 1989. Address letter of apolication, detailed curriculum vitaa and names of referancas to: Scott MacDougall, Dean of Academic Affairs, Nova Scotia Colloga of Art and Design, 5163 Duke Street, Halifax, Nova Scotia B3J 3J6.

BIOCHEMISTRY

UNIVERSITE DE SHERBROOKE. Directeur/Directrice de Laboratoire de biochimie clinique. Un poste de professaur(e) adjoint(e) ou agrégé(e) est disponible au Départemant de biochimie Le (la) candidat(e) devra posséder un diplôme de M.D spécialisé en biochimie medicale. Une connaissance da la tangue française est assentielle. La tâche pourrait inclure la direction du laboratoira de biochimie clinique. On s'attend à ce que le (la) candidat(e) participa activamant à l'enseignement at a la recherca. Les candidat(e)s devront tournir un curriculum vitae, un résumé de leurs intérâts de recherche ainsi que trois lettres de rélérences. Les applications davront âtre anvoyées au Dr. J.-G. Lahoux, directeur, Département de biochimia, Faculté de medecine, Universite da Sherbrooke, Sharbrooke, Québec, Canada, J1H 5N4 D'après las règlements de l'immigration canadianne, la priorité sera donnée aux citoyen(ne)s et aux résidants permanents du Canada.

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. Postdoctoral Fellowship. Applications ara invited for e University Grants Committee Postdoctoral Fellowship to commence during the period 1 February 1989 to 30 June 1990. Department of Biochemistry (Dr. H M. Nonhebel - supervisor): "Biosynthetic Control of Levels of Plant Hormone Indole-3-Acetic Acid". Applicants should have experience in one or more of plant tissua culture - enzyme extraction from plant tissue - extraction, analysis and in vitro translation of mRNA from plant tissues. The Fellowship is available for two years, and emolument is a *stipend of $NZ35,000 per* anum. Applicants should have completed all requirements for the award of a PhD before taking up a Fellowship. One return airfare is payable. Conditions of Appointment and Application Forms are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland, New Zealand, as soon as possible. The University of Auckland An Equal Employment Opportunity Employer

BIOLOGICAL SCIENCES

THE UNIVERSITY OF LETHBRIDGE. Faculty of Arts and Science. Department of Biological Sciances. 1. Title: Assistant Professor; probationary (tanure-track) appointmant, subject to budgat aperoval. 2. Qualifications: Ph.D. in Botany. The University, primarily an undergraduate liberal arts institution, is committed to excellence in teaching and research; ralavant teaching axpanence, postdoctoral research experenca and publications shall be considered an assat. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. 3 Rasponsibilities. The successful candidate will be expected to participate in teaching Introductory Botany and/or Introductory Biology, to teach in plant structura and taxonomy, and to teach advanced courses and conduct a vigorous externally funded research program in his/her area of specialization. 4 Salary (1988-89). Assistant Professor $32,560 minimum 5. Applications: Applications, including a current curriculum vitae, e summary of current and future research interests, e statement of the applicant's philosophy of teaching, and the names, addrasses and telephona numbers of at least three referees should be sent to: Dr. P.D. Lawis, Chair, Department of Biological Sciences, The University of Lethbridge, 4401 University Drive, Lethbridge. Alberta, T1K 3M4 6 Effective Date 1 July 1989, or as soon thereafter as the position is filled. 7. Closing Date 1 March 1989.

BIOLOGY

UNIVERSITY OF SASKATCHEWAN. The Department of Biology. University of Saskatchawan, invitas apolications for a tenure-track position at the laval of Assistant Professor in comparative vertebrate physiology. Applicants should have a Ph.D. and e strong commitment both to teaching and rasearch. Salary sill be commensurate with qualifications and expenence. Candidates should submit a curriculum vitae and the names, aodrasses, and telephone numbers of at least three referees to Dr. R.J.F. Smith, Head, Department of Biology, University of Saskatchewan, Saskatoon, SK, S7N 0W0, Canada. Starting date is July 1, 1989. In accordance with Canadian immigration requirements, applications from Canadian citizans and landed immigrants will be given priority. The closing date for applications is January 31, 1989.

THE UNIVERSITY COLLEGE OF CAPE BRETON seeks apolications for e tenura-track position, subject to budgetary approval, at tha Assistant Professor level in ona of the following areas: AQUATIC BOTANY, PARASITOLOGY. Candidates will be expected to establish an active, independent, research program and participate anthusiastically in undergraduate teaching. Teaching duties will includa Introductory Biology and more advanced courses in the area(s) of specialty. A preference will be givan to candidates with research interests in natural resources. Interested candidates should send their curriculum vitaa and names and addresses of three referees to: Prof. L. Pologato, Chairman, Department of Mathematics and Natural Sciences, University College of Cape Breton, P.O. Box 5300, Sydney, Nova Scotia, Canada, B1P 6L2. Appointment effective July 1, 1989. Deadline for applications March 15, 1989

MOUNT ALLISON UNIVERSITY. Department of Biology. Applications are invited for a tenure-treck position, subject to budgetary approval, commencing on July 1, 1989. The appointment will be at the rank of Assistant Professor. Duties include undergraduate teaching and rasearch. An applicant should hold a Ph.D. in Brology. Candidates who can take optimal advantage of our aquatic facility, EM microscope and proximity to the ocean in their research will be given high priority. The 1987-88 salary range for Assistant Professor is $28,689 to $41,300 An application should includa a curriculum vitaa, an outline of the candidates teaching interests, and tha namas of three referees and should ba sent to: Dr. Robert G. Thompson, Head, Department of Biology, Mount Allison University, Sackville, New Brunswick E0A 3C0 The closing data for receipt of applications is February 15, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed

Advertising and censure

CAUT will not carry advertisements from censured universities. CAUT refuses ads from such universities because the Council explicitly recommends that members not take positions at institutions which have been censured.

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to Canadian citizens and permanent residents. Both women and men are encouraged to apply

BIOMEDICAL SCIENCES

McMASTER UNIVERSITY. Molecular Neurobiologist. An Assistant Professorship (contractually limited to 3 years) is available to be filled not later than June 1, 1989. The successful applicant will collaborate closely with a developmental neurobiology laboratory involved in the study of the recovery of function following damage to the adult nervous system, and should be familiar with the investigation of nerve regeneration and collateral sprouting in vivo, preferably in the sensory system, including intra- and extra-cellular electrophysiological nerve recording, and correlative light and electron microscopy. The applicant should also be experienced in basic molecular biological techniques, and be able to undertake the production and labelling of molecular probes, Northern analysis, and in situ hybridization Preference will be given to Canadian citizens and permanent residents in Canada. Applications should be addressed to Dr. J. Diamond, Head, Division of Neuroscience, Department of Biomedical Sciences, McMaster University, 1200 Main Street West, Hamilton, Ontario, L8N 3Z5.

BIOTECHNOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA. Biotechnology Laboratory. (Human and Animal Biology) The University of British Columbia has recently initiated the Biotechnology Laboratory under the directorship of Dr. Michael Smith. Its objective is to foster an interactive approach to problems in biotechnology. A total of ten new tenure track positions are being filled during 1987-89. Appointments will be primarily at the rank of Assistant Professor. Applicants must have a Ph.D degree. Post-doctoral experience is required. Successful candidates will be expected to develop their own vigorous research programs and to collaborate with other faculty members on problems in one of the following areas: human, animal, plant and forest biology and in fermentation and process engineering and bio-instrumentation (with special emphasis on mammalian cell culture and the production of specific proteins) and in the application of genetic engineering techniques to these problems. Substantial start-up funding will be provided. Faculty appointed to the Biotechnology Laboratory will have a joint appointment in an appropriate academic Department and will teach and supervise undergraduate and/or graduate students in that Department's programs or in academic programs to be established under the aegis of the Biotechnology Laboratory. At this time, candidates are sought with research expertise in the following area: Human and Animal Biology (1 position). Research interests in the molecular genetics of mammalian development. In addition, the candidate should be interested in initiating research interactions with other faculty members of the University who study animal and/or human development. Appointments will be made starting 1st July 1989 or as soon as possible thereafter. Closing date for applications. 1st February 1989. Salary will be commensurate with qualifications and experience. The University of British Columbia offers equal opportunity for employment to qualified female and male applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including a full c.v., plans for future research (approximately 2-3 pages) and the names, addresses and phone numbers of three referees, should be sent to: Mrs. Darlene Crowe, Administration, Biotechnology Laboratory, The University of British Columbia, Room 237 · 6174 University Boulevard, Vancouver, B.C. Canada, V6T 1W5.

THE UNIVERSITY OF BRITISH COLUMBIA. Biotechnology Laboratory. Fermentation, Process Engineering and Bio-Instrumentation. The University of British Columbia has recently initiated the Biotechnology Laboratory under the directorship of Dr. Michael Smith. Its objective is to foster an interactive approach to problems in biotechnology. A total of ten new tenure track positions are being filled during 1987-89. Appointments will be primarily at the rank of Assistant Professor. Applicants must have a Ph.D. degree. Post-doctoral experience is an asset. Successful candidates will be expected to develop their own vigorous research programs and to collaborate with other faculty members on problems in one of the following areas: human, animal, plant and forest biology and in fermentation and process engineering and bio-instrumentation (with special emphasis on mammalian cell culture and the production of specific proteins) and in the application of genetic engineering techniques to these problems. Substantial start-up funding will be provided. Faculty appointed to the Biotechnology Laboratory will have a joint appointment in an appropriate academic Department and will teach and supervise undergraduate and/or graduate students in that Department's programs or in academic programs to be established under the aegis of the Biotechnology Laboratory At this time, candidates are sought with research expertise in the following area: Bio-Instrumentation (1 position). Monitoring and control of bioreactors and purification processes. Development of biosensors and measuring circuits. The applicant should have the ability to collaborate with biochemistry and electrical engineering faculty members and students, and to develop a teaching program bridging these disciplines. Process Engineering (1 position). Development of upstream and/or downstream processing techniques relevant to the purification of biologicals. The applicant should be experienced in the application of genetic engineering principles, in modern purification procedures for complex biomolecules and be capable of developing a teaching program bridging the areas of genetic and process engineering. Appointments will be made starting 1st July 1989 or as soon as possible thereafter. Closing date for applications, 1st February 1989. Salary will be commensurate with qualifications and experience. The University of British Columbia offers equal opportunity for employment to qualified female and male applicants. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications, including a full c.v., plans for future research (approximately 2-3 pages) and the names, addresses and phone numbers of three referees, should be sent to: Mrs. Darlene Crowe, Administration, Biotechnology Laboratory, The University of British Columbia, Room 237 · 6174 University Boulevard, Vancouver, B.C. Canada, V6T 1W5.

BUSINESS

TRINITY WESTERN UNIVERSITY. Business. a) Position · Full Professor. b) Qualifications · Ph.D. and publications required, plus extensive teaching experience in a Christian college context and some practical business experience. c) Teaching Marketing, Business Law, Management and Advertising and with a demonstrated ability to integrate one's discipline with biblically Christian values. d) Write to: Dr. Kenneth R. Davis, Dean, Trinity Western University, 7600 Glover Rd., Langley, B.C., Canada, V3A 6H4 Trinity Western University has an evangelical Christian orientation, is chartered by the province of British Columbia and grants B.A., B.Sc., and B.Ed. degrees. e) Opening for September, 1989

THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting, Management Information Systems, Finance, and Marketing. Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Market supplements ensure that competitive offers are negotiable. Appointments normally effective July 1st. Positions subject to availability of funding. Send resume to: Dr. R.S. Smith, Dean, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is committed to the principle of equity in employment.

BUSINESS ADMINISTRATION & COMMERCE

ROYAL MILITARY COLLEGE OF CANADA. Department of Political and Economic Science. 1. Tenure-stream appointment in Commerce at the Assistant or Associate Professor level, preferably at the former. 2. PhD preferred, together with research interests. 3. Undergraduate teaching in at least three of the following areas: Management Science, Finance, Accounting, Marketing. 4. Competitive salary. 5. Send curriculum vitae and names and addresses of 3 references to: Dr. A.J. Miller, Head, Department of Political and Economic Science, Royal Military College of Canada, Kingston, Ontario, K7K 5L0. 6. Effective 1 July 1989. 7. Deadline: When filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Knowledge of the English language is essential for this position and knowledge of French will be an advantage. The Royal Military College of Canada is a coeducational institution and this competition is open equally to men and women. On peut obtenir une version française de cette annonce en s'adressant à N. Gauthier, Adjoint au principal

WILFRID LAURIER UNIVERSITY. Applications are invited for positions in the areas of Marketing, Operations and Decision Sciences and Policy for the 1989-90 academic year. Qualifications: PhD or ABD with teaching and research experience. Rank: Lecturer up to Full Professor. Salary and rank will depend on qualifications and experience. Applications accepted until positions are filled. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send applications to: Dr. Ron Craig, Associate Dean of Business, School of Business and Economics, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5.

CONCORDIA UNIVERSITY. Commerce. Applications are invited for several visiting faculty positions in Organizational Behaviour, Organization Theory and Human Resource Management starting June 1, 1989. Applicants should hold a Ph.D. and be interested in both research and teaching. Salary and rank will depend on qualifications. Applications should be sent to Dr. Blake Ashforth, Department of Management, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8.

UNIVERSITY OF REGINA. Faculty of Administration. Applications are invited for teaching positions for senior level classes in Accounting, Marketing, Finance, Personnel, Organizational Behaviour, Public Administration, and Public Policy for Summer 1989 (July 4 to August 19, 1989 including examinations). Applicants must have a Master's degree and teaching experience is preferred. Send curriculum vitae and names of three references by January 31, 1989 to: Dr. O. Rickel, Assistant Dean, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2.

UNIVERSITE LAURENTIENNE. Ecole de Commerce et d'Administration. Programme de Baccalauréat en Commerce. L'Ecole de commerce et d'administration de l'Université Laurentienne est à la recherche d'un professeur et comptabilité. Qualifications: Doctorat ou équivalent avec expérience professionnelle. Traitement: Selon la convention collective en vigueur. L'Université Laurentienne applique le principe d'égalité d'emploi. En vertu des règlements concernant l'immigration au Canada, cette annonce s'adresse en premier lieu aux personnes détenant la citoyenneté canadienne ou le statut d'immigrant reçu. Prière de faire parvenir votre demande, accompagnée d'un curriculum vitae à l'adresse suivante: David W. Gillingham, Directeur, Ecole de Commerce et d'Administration, Université Laurentienne, Chemin du lac Ramsey, Sudbury, (Ontario) P3E 2C6; Tél: (705) 675 1151, poste 2123.

CONCORDIA UNIVERSITY. The Department of Finance at Concordia University invites applications for tenure-track and visiting positions at the rank of Assistant, Associate and Full Professors. All areas of Finance will be considered. Teaching at undergraduate, MBA, M.Sc. and doctoral levels. Very strong research orientation. Terminal degrees for all ranks. Will consider advanced ABDs at Assistant Professor rank Higher ranks require demonstrated evidence of research productivity. Faculty involvement in executive development programmes and cooperative programmes with industry are encouraged. Opportunity to join a highly productive and innovative Faculty. Salary and benefits very competitive. Applications are also invited for limited-term appointments at the rank of Lecturer. At least an MBA with relevant work experience is required. In accordance with the Canadian immigration regulations this advertisement is directed at Canadian citizens, Landed Immigrants and persons otherwise qualified to work in Canada. Please contact M. Anvari, Ph.D., Professor and Chair, Department of Finance, Faculty of Commerce and Administration, Concordia University, Montreal, Quebec, H3G 1M8; (514) 848-2790 or 848-2789.

McMASTER UNIVERSITY, Faculty of Business. Applications are invited from candidates with qualifications in one or more of the following areas: (i) Accounting; (ii) Finance; (iii) Information Systems; (iv) Production/Management Science; (v) Human Resources and Labour Relations. Rank of Assistant, Associate or Professor, depending on qualifications and experience; preferably at the Assistant or Associate level. Ph.D. or DBA degree (completed or near completion) is expected preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary will commensurate with qualifications, teaching and practical experience Appointment date closes when position is filled. All positions subject to budgetary approval. Applications should be sent to: Dr. G.W. Torrance, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4

THE UNIVERSITY OF NEW BRUNSWICK, FREDERICTON, Faculty of Administration invites applications in Accounting, Finance, Human Resource Management, Marketing, Management Information Systems, Organizational Theory and Business and Society, Quantitative Methods. Qualification for tenure track positions in all disciplines is Ph.D. completion or near completion in appropriate discipline. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. Term positions at the rank of Lecturer may be available for applicants holding an MBA degree. Persons with tenured positions elsewhere may apply for visiting appointments. Appointments effective July 1, 1989 or January 1, 1990 as convenient. Successful candidates will teach BBA, MBA and MPA programs and carry out research in their disciplines. Salary is competitive at all ranks. (Some positions are subject to budgetary allocation). Submit curriculum vitae and names and addresses of three referees to Dr. K.P.K. Nair, Dean, Faculty of Administration, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3

BUSINESS POLICY

CONCORDIA UNIVERSITY. Business Policy. Applications are invited for a tenure-stream position and a visiting professor position in Business Policy/Strategic Management, effective June 1, 1989. Salary and rank will be commensurate with experience and qualifications. Ph.D. (completed or nearing completion) and evidence of strong research and teaching potential are required. Teaching at both the graduate and undergraduate levels will be expected. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and names of three referees to Dr. William D. Taylor, Department of Management, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8.

CANADIAN STUDIES

THE JOHNS HOPKINS UNIVERSITY seeks an assistant or associate professor in Canadian Studies to join its faculty at the School of Advanced International Studies (SAIS) located in Washington, D.C. Along with general competence in international studies, appropriate fields of expertise include Canadian party and electoral politics, Canadian public policy, federal/provincial relations, comparative politics, Canadian economics, or Canadian foreign and security policy. While the position is not tenure track, it is renewable for a period of six years. A Ph.D. is required at the time of employment. In its twentieth year, the Center of Canadian Studies at SAIS enjoys a highly visible place in the policy communities of Canada and the United States Students at SAIS receive either a Masters or Ph.D. in International Relations, or a Masters of International Public Policy degree. Qualified applicants should send a curriculum vitae and the names of three references by February 15, 1989 to: Professor Charles F. Doran, Center of Canadian Studies, School of Advanced International Studies, 1740 Massachusetts Avenue, N.W., Washington, D.C. 20036. An Affirmative Action/Equal Opportunity Employer.

CHEMISTRY

BRANDON UNIVERSITY. The Department of Chemistry. Applications are invited for a 12 month sabbatical replacement at the rank of Lecturer or Assistant Professor commencing August 1, 1989 or shortly thereafter. Applicants should have a strong interest and preferably some experience in undergraduate teaching. A Ph.D in organic chemistry or biochemistry is required for the appointment at the Assistant Professor level while a M.Sc. is required at the Lecturer level. Duties include undergraduate instruction in organic chemistry and biochemistry Salary ranges for this position are $24,594 to $34,345 (Lecturer), $28,934 to $42,734 (Assistant Professor). Applications with complete vitae and names of three referees should be sent to Dr. B.J. Forrest, Chairman, Department of Chemistry, Brandon University, Brandon, Manitoba, Canada, R7A 6A9. Deadline for applications is March 1, 1989 or until position is filled. Funding for this position is subject to final budgetary approval. Both male and female candidates are encouraged to apply

UNIVERSITY OF TORONTO. Department of Chemistry. Applications for a tenure-stream appointment at the Assistant Professor level in Physical Chemistry/Chemical Physics are solicited. Appicants should possess a strong academic background and an excellent research record. The successful candidate will be expected to conduct an active and highly innovative research program and to teach at both undergraduate and graduate levels. Applicants should be open to men and women candidates of any nationality. Applicants should provide a curriculum vitae and an outline of their proposed research for the first three years, and should arrange to have four letters of recommendation sent on their behalf, as soon as possible and not later than February 23, 1989 to: Professor D.C. Wallace, Chairman, Search Committee, Department of Chemistry, University of Toronto, 80 St. George Street, Toronto, ON, Canada, M5S 1A1.

CHRISTIANITY & CULTURE

THE UNIVERSITY OF ST. MICHAEL'S COLLEGE. Revised description: The University of St. Michael's College invites applications for a three-year appointment at the Assistant Professor level in its interdisciplinary Christianity and Culture Programme. Ph.D. or equivalent in Philosophy with interest in the evolving philosophical foundations of Christian theology and sufficient graduate preparation in Biblical studies to work on intellectual problems of scriptural interpretation; some publications and teaching experience in the general area of Christian culture desirable; support for the ethos of the College. Duties will include undergraduate courses in Christianity and Culture (such as, Issues in Christianity and Enlightenment, Scripture in Christian Tradition, Varieties of Spiritual Experience, Christian Classics) and in the appointee's field of special interest. Salary follows University of Toronto scale for Assistant Professor and will be commensurate with qualifications and experience. Send CV and 3 letters of reference to Principal W.B. Dunphy, University of St. Michael's College, 81 St Mary St., Toronto, Ontario, M5S 1J4 Deadline for applications, January 31, 1989; appointment from July 1, 1989. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Please state if you are a Canadian citizen or permanent resident. The University encourages both women and men to apply for positions.

CLASSICS

UNIVERSITY OF VICTORIA. The Department of Classics, University of Victoria, invites applications for a possible appointment at the rank of Visiting Lecturer or Visiting Assistant Professor for the period September 1, 1989 to April 30, 1990. Applicants should have good general qualifications in Greek and/or Latin language and literature, with special expertise in classical archaeology. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Candidates are urged to apply as soon as possible, but in any case before January 31, 1989. Please submit a curriculum vitae and arrange for 4 dossier or letters from three referees to be sent to: Professor Peter L. Smith, Chairman, Department of Classics, University of Victoria, P.O. Box 1700, Victoria, B.C., Canada, V8W 2Y2

UNIVERSITY OF NEW BRUNSWICK. The Division of Humanities and Languages at the Saint John Campus of the University of New Brunswick invites applications for a tenure stream appointment in Classics at the Assistant Professor level effective July 1, 1989. Candidates should have a Ph.D. or equivalent; teaching experience and publications will be an asset. The successful candidate will be a generalist able to teach at the undergraduate level in a variety of fields. Opportunity exists for some involvement in the teaching and supervision of graduate students. This appointment is subject to budgetary approval. Applications, including curriculum vitae and the names of three academic referees, will be accepted until the position is filled and should be addressed to: Dr. Peter McGahan, Dean of the Faculty, University of New Brunswick, PO Box 5050, Saint John, New Brunswick E2L 4L5 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick has recently established an Employment Equity Committee

UNIVERSITY OF WATERLOO. Assistant Professor in Classical Studies. Applications are being accepted for a tenure-track faculty position at the level of Assistant Professor. Qualifications include a Ph.D. in the area of Greek history and a demonstrated commitment to research Experience in teaching Greek civilization would be an asset. Duties will include undergraduate teaching in Greek/Latin and in translation, both in the normal mode and by correspondence. Salary commensurate with qualifications and experience. Candidates should submit a curriculum vitae and arrange to have three letters of reference sent directly to: Dr. R.L. Fowler, Chairman, Department of Classical Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo is committed to its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Effective date of this appointments July 1, 1989. Closing date for receipt of applications will be when filled. Applications from women candidates are particularly welcome. An Employment Equity Employer.

COMMUNICATIONS/SPEECH

TRINITY WESTERN UNIVERSITY. Communications/Speech. a) Position · Assistant Professor b) Qualification · Ph.D. in Speech Communications plus some teaching experience in a Christian college context. c) Teaching Speech, Comunication Theory, Writing for Media and Publication, Some Cultural Communications, and with a demonstrated ability to integrate one's discipline with biblically Christian values. d) Write to: Dr. Kenneth R. Davis, Dean, Trinity Western University, 7600 Glover Road, Langley, B.C. V3A 6H4. Trinity Western University has an evangelical Christian orientation, is chartered by the province of British Columbia and grants B.A., B.Sc., and B.Ed. degrees. e) Opening for September, 1989.

COMMUNITY HEALTH & EPIDEMIOLOGY

QUEEN'S UNIVERSITY. Epidemiologist. M.D., Ph.D. or Health Professional with appropriate training and interest/experience in research relevant to the developmentally handicapped. Primary appointment within the Department of Community Health and Epidemiology at Queen's University with joint appointment at Ongwanada Hospital, Kingston. Candidates of both sexes equally encouraged to apply In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send C.V. and three letters of reference to: Dr. J.L. Pater, Professor and Head, Department of Community Health and Epidemiology, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

COMPUTER SCIENCE

UNIVERSITY OF VICTORIA. Department of Computer Science. Applications are invited for regular full-time faculty positions to commence July 1, 1989. These positions are subject to the availability of funds. Applications in all areas of Computer Science will be considered; applicants with research interests in theoretical Computer Science or in software systems are of particular interest. Applicants should have a Ph.D. in Computer Science or equivalent research achievement. The Department has eighteen full-time faculty It offers graduate and undergraduate degrees in Computer Science and maintains active research programs in programming languages, compilers, software engineering, software development environments, distributed computing, combinatorial algorithms, theory of computation, functional and logic programming, VLSI design and test, and numerical methods. The Department is an active participant in the Advanced Systems Institute of British Columbia. The computing facilities available for instructional and research support currently include SUN 3-280 systems, a VAX 11/780, over twenty SUN workstations, microcomputer laboratories with a variety of small systems, as well as the University IBM 3090/VPF system. A local area network provides convenient access to these facilities while BC-Net provides access to the other universities and research institutions in the province. The city of Victoria, situated on the southern tip of Vancouver Island, has a population of over 200,000. It enjoys one of the most delightful environments in North America. The climate is temperate and all kinds of outdoor activities, from marine to mountain, are popular and can be pursued year round. Victoria is exceptionally well-endowed with cultural activities too, including theatre, opera and a symphony. Applicants should send a curriculum vitae and the names of at least three referees to: Dr. D.M. Miller, Chairman, Department of Computer Science, University of Victoria, P.O. Box 1700, Victoria, B.C., Canada, V8W 2Y2 Applications will be accepted until January 31, 1989 Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before those of others. Women are particularly encouraged to apply Further information is available by contacting the Chairman of the Department.

UUCP: {uw-beaver,ubc-vision}!uvicctr!dmill;
BITNET: dmill@uvunix bitnet;
INTERNET: dmill@uvunix.uvic.ca;
Telephone (604) 721-7220; Fax: (604) 721-8653; Telex: 049-7222.

LAKEHEAD UNIVERSITY. Department of Mathematical Sciences. Applications are invited for a tenure track position starting July 1, 1989. Responsibilities include research as well as teaching at the graduate and undergraduate level. Candidates in all computer science research areas will be considered with preference to people doing publishable research in one or more of the following: graphics, real time systems, artificial intelligence, operating systems, communications networks. Current hardware support includes a VAX Unix, VAX VMS, several Sun Unix systems, and micro-computer labs. The minimum qualification is a Doctoral Degree or equivalent industrial and/or academic experience This appointment is subject to final budgetary approval. Send curriculum vitae and the names of three references to Dr. J.H.M. Whitfield, Dean of Arts and Science. Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian Immigration regulations, applications from Canadian citizens and landed immigrants will be given preference. Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO invites applications for faculty positions in Computer Science. Rank and salary are open dependent upon qualifications. Appointments at Full Professor level will be made with tenure Preference will be given to candidates with a PhD (in Computer Science) with evidence of outstanding research accomplishment or potential. All areas will be considered, especially those with research interests in computer architecture, software engineering, graphics interfaces and image processing are strongly encouraged. The Department of Computer science at the University of Western Ontario compises 22 full-time faculty members engaged in research and teaching activities. The Department offers BSc (accredited by the Canadian Information Processing Society), MSC and PhD degrees in Computer Science. Research areas include: artificial intelligence, computer graphics, computer security, computational linguistics, design and analysis of algorithms, symbolic languages and automata, image processing, medical imaging, numerical analysis and software engineering. The Department has in-house facilities (1 VAX), a 32-SUN Model 3 network (with file servers) dedicated to faculty and graduate students, a variety of micros, graphics terminals, and a COSMOS imaging machine. The Department can also access on-campus facilities including e Cyber 930, a supercomputer (ETA 10 P) and a VAX 8000 cluster. Applications and

curriculum vitae, including names of three references and up to three papers, should be directed to the chairman: Professor I. Gaigantha, Chairman, Department of Computer Science, The University of Western Ontario, Middlesex College, London, Ontario, N6A 5B7, Canada or e-mail: triens@uwocsd.uwo.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. Positions subject to budgetary approval. An Equal Opportunity Employer.

SAINT MARY'S UNIVERSITY. Department of Mathematics and Computing Science. The Department of Mathematics and Computing Science invites applications for a tenure-track position at the rank of Assistant Professor effective September 1, 1989. Applicants should have a doctoral degree in Computing Science; however, candidates with doctoral degrees in other areas with a strong background in Computing Science may be considered. Duties will include teaching and research, and candidates with a demonstrated ability to teach undergraduate Computing Science will be given preference. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents; however, all qualified candidates are strongly encouraged to apply. Applications, including the names of three references, should be sent to: Dr. M. T. Kiang, Chairperson, Department of Mathematics and Computing Science, Saint Mary's University, Halifax, Nova Scotia, Canada B3H 3C3.

UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS. Division of Mathematics, Engineering and Computer Science. Applications are invited for two tenure track positions in Computer Science starting July 1, 1989. Candidates should have a PhD in Computer Science or related field or demonstrated equivalent achievement in education and research. Those with lesser qualifications (M.Sc) may be considered for appointment at the lecturer rank. Preference will be given to those with expertise in the areas of data management, pattern recognition, programming languages or software engineering. Responsibilities include teaching at the undergraduate level and research. Salary and rank commensurate with qualifications and experience. The availability of the positions is subject to budgetary approval. Send Curriculum Vitae and the names of three references to Dr. P. McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

ROYAL ROADS MILITARY COLLEGE. The Department of Mathematics of Royal Roads Military College invites applications for a tenure track position at the Assistant, Associate or Full Professor level. The appointment would commence on 01 July 1989 or at a mutually convenient time. Candidates should hold a PhD in Computer Science, or in a related field with extensive Computer Science experience. Primary duties will be to teach Computer Science courses at the undergraduate level, but may include the teaching of some basic undergraduate courses in Mathematics from time to time. Suitably qualified candidates would be considered for an appointment as Professor-in-Charge of the Computer Science program. Victoria is a centre of computer research and its successful candidate will be expected to carry out research. Salary is negotiable and will be commensurate with rank and experience. Applications, which should include curriculum vitae and the names and addresses of at least three referees, should be sent to: Dr. J.S. Mothersill, Principal, Royal Roads Military College, FMO Victoria, B.C. V0S 1B0 (Tel: (604) 363-4517). In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Royal Roads Military College offers equal employment opportunities to qualified female and male applicants.

CARLETON UNIVERSITY. School of Computer Science. Applications are invited for tenure track positions at the rank of Assistant or Associate Professor in the School of Computer Science starting July 1, 1989. The School has 15 full-time faculty with research strengths in object-oriented programming, parallel and distributed computing, intelligent systems, and algorithms and complexity. Outstanding candidates with a Ph.D. in any area of computer science and engineering will be considered. The undergraduate honours programs and graduate programs have restricted enrolment in order to maintain a high quality research and teaching environment. Prospective faculty can look forward to a dynamic research environment in which collaboration with industry is encouraged. Carleton is located in Ottawa, the Capital of Canada and a major center of advanced technology research and development. Salary commensurate with qualifications and experience. Send curriculum vitae and names of three referees to Professor John Pugh, Director, School of Computer Science, Carleton University, Ottawa, Ontario K1S 5B6, Canada. Open to both men and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. The Department of Computer Science at the University of Waterloo comprises 40 full-time faculty members engaged in research and teaching activities. The Department and twelve computer research laboratories are housed in the new 300,000 sq ft. William G. Davis Computer Research Centre. The government of the Province of Ontario has awarded a five-year (renewable) Centre of Excellence in Information Technology that provides funding for basic and applied research in computer science to the University of Waterloo and the University of Toronto (with participation from Queen's University and the University of Western Ontario). The University of Waterloo invites applications for faculty positions in Computer Science. A Ph.D. in computer science is required, with evidence of outstanding research accomplishment or potential in the areas of artificial intelligence or hardware and software systems. Salary is commensurate with experience. Applications from women candidates and recent Ph.D. graduates are particularly welcome. Inquiries should include a curriculum vitae and the names of three references and should be directed to the chairman: Prof. J.A. Brzozowski, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; brzozo@water.waterloo.edu. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Employment Equity Employer.

CRIMINOLOGY

UNIVERSITY OF OTTAWA. The Department of Criminology invites applications for one tenure track position, rank to be determined, for July 1, 1989. Candidates should have a good research potential and should be able to teach in the area of sociology of (criminal) law or the history of social control. Candidates should be able to teach and conduct research at least in part in French. According to the policy of the University of Ottawa, tenure may only be granted to professors proficient in both English and French. Minimal qualifications: Ph.D. in Criminology (or a related discipline) and academic visibility in the indicated area of specialization. In keeping with Canadian immigration regulations, this position is offered to Canadian citizens and permanent residents of Canada. Applications with curriculum vitae and the names of three referees should be sent before January 31, 1989 to: Professor A. Pires, Chairman, Department of Criminology, University of Ottawa, Ottawa, Ontario K1N 6N5.

UNIVERSITE D'OTTAWA. Le département de criminologie recherche les services d'un-e professeur-e régulier-ère pour le 1 juillet 1989. Ce poste est ouvert à tous les rangs académique. Les candidat-e-s doivent avoir au moins un bon potentiel de recherche et une formation dans les domaines de la sociologie du droit (pénal) ou de l'histoire du contrôle social, et doit être en mesure d'enseigner et de faire une partie importante de sa recherche en français. Le bilinguisme est une exigence pour la permanence à l'Université d'Ottawa. Le traitement obéira aux critères de la convention collective en vigueur. Qualification minimale: Doctorat en criminologie, ou dans une discipline connexe) et une visibilité comme chercheur dans le domaine indiqué ci-haut. Conformément aux stipulations de la Loi canadienne sur l'immigration, ce poste est offert aux citoyen-ne-s et aux résident-e-s permanent-e-s du Canada. Prière de faire parvenir la demande d'emploi, le curriculum vitae ainsi que le nom de trois personnes à des fins de références avant le 31 janvier, 1989 à l'attention de: Professeur A. Pires, Directeur, Département de criminologie, Université d'Ottawa, Ottawa, Ontario K1N 6N5.

CULTURAL STUDIES

TRENT UNIVERSITY: The Cultural Studies Program, an Honours undergraduate interdisciplinary program which draws together the study and practice of social and cultural theory, communication, film, visual art, theatre, music and comparative literature invites applications for two positions starting at July 1, 1989: 1) a two year limited term position at the Assistant Professor level in the areas of film studies (history and theory), mass culture (ideology and critical interpretation), and cultural and social theory (Frankfurt School); and 2) a one year limited term position (subject to budgetary approval) at the Assistant Professor level in the areas of mass media, avant-garde art and cultural politics, and the emergence and interpretation of modernity. Duties will include three courses and some administrative work. Salary will be determined according to qualifications and experience; the minimum salary for an Assistant Professor as of July 1, 1989 will be $33,666. Candidates should have a Ph.D. or equivalent. Trent University is an equal opportunity employer. Applications from female candidates are especially encouraged. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for receipt of all materials, including letters of reference, is February 15, 1989. Applications, accompanied by transcripts, representative publications, and a full curriculum vitae showing qualifications and previous experience and providing the names of at least three referees, who have been asked to write on the candidate's behalf, should be sent to: Professor John Fekete, Chair, Cultural Studies Program, Trent University, Peterborough, Ontario K9J 7B8.

DANCE

SIMON FRASER UNIVERSITY. The Centre for the Arts at Simon Fraser University invites applications for a position in Dance, at the rank of Lecturer, for a two year renewable term. Primary responsibilities include teaching contemporary dance technique, improvisation, and composition in a B.A. degree program in Dance. The Lecturer will also teach non-major dance classes within an interdisciplinary Fine and Performing Arts department. Qualifications for the position include a minimum a B.A. degree and professional experience in contemporary dance. While a Master's degree in Choreography are not required in this position, additional qualifications in related areas such as: movement analysis, kinesiology for dance, dance history, advanced composition and practice of dance are highly desirable. Candidates should be prepared to accept administrative responsibilities such as student advising, direction of student/faculty productions, coordination of summer dance residences and assigned faculty committees. Duties will begin September 1, 1989. Preference will be given to candidates eligible for employment in Canada at the time of application. Letters of application, curriculum vitae and names and addresses of three references should be received by February 3, 1989 and should be sent to: Professor Grant Strate, Director, Centre for the Arts, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6.

ECONOMICS

ATHABASCA UNIVERSITY is recruiting to a tenure track appointment at the assistant professor level in addition to contributing to the curriculum planning for a major in political economy, the incumbent will be responsible for developing and delivering a number of courses, as well as for pursuing an active research program. Candidates should possess a Ph.D. The area of specialization is open. Athabasca University is an open university located 150 kilometers north of Edmonton. Closing date for applications is February 28, 1989. In accordance with Canadian immigration Department regulations, this advertisement is directed to Canadian citizens and permanent residents. Please submit curriculum vitae and a sample of your written work to: Director of Human Resources, Athabasca University, Box 10,000, Athabasca, Alberta T0G 2R0.

TRINITY WESTERN UNIVERSITY. Economics. a) Position: Assistant Professor. b) Qualification: Ph.D. required plus some teaching experience in a Christian college context and some practical business experience. c) Teaching Economic Theory, Canadian Economic Policy, Money and Banking, International Economics with a demonstrated ability to integrate one's discipline with biblically Christian values. d) Write to: Dr. Kenneth R. Davis, Dean, Trinity Western University, 7600 Glover Road, Langley, B.C. V3A 6H4. Trinity Western University has an evangelical Christian orientation, is owned by the province of British Columbia and grants B.A., B.Sc., and B.Ed. degrees. e) Opening for September, 1989.

UNIVERSITY OF WINDSOR. Department of Economics Applications are invited to fill a tenure-track position effective July 1, 1989. The rank is that of Assistant Professor. A Ph.D. or indication of imminent completion is required. Demonstrated or clear promise of excellence in teaching and research is essential. The Department is seeking candidates with strong theoretical foundations in any area. We are able to offer teaching loads and salaries which are competitive with other Canadian universities. Department representatives will be in Toronto (Canadian Economics Employment Exchange) and New York (AEA meetings). Please contact the Department at the address below to arrange an interview prior to the Toronto and New York meetings. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment. Female candidates are especially encouraged to apply. Each applicant should send a curriculum vitae and the names of three referees and samples of research papers or sections of dissertation by January 31, 1989 to M.F. Charette, Head, Department of Economics, University of Windsor, Windsor, Ontario, N9B 3P4.

UNIVERSITY OF SASKATCHEWAN. Assistant, Associate, or Full Professor of Economics. One tenurable position is available, subject to budget. While an appointment may be in any subfield, field preferences include Applied Econometrics, Resource Economics, and Regional Economics. Candidates for the rank of Assistant Professor should have the Ph.D. in hand or firmly expected by July 1989, and show promise in research and teaching. Candidates for the rank of Professor or Associate Professor should have a record of significant scholarly research and a commitment to teaching excellence at both the graduate and undergraduate level. Appointment at the rank of Full Professor may be with tenure at the outset. Appointment is effective 1 July 1989; salary is commensurate with qualifications. Interested candidates should send their c.v. and transcripts, and arrange to have three letters of reference sent to: Professor C.D. Gerrard, Head, Department of Economics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. Applications close when the position is filled, but in any case not before 31 January, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY. Economics. Applications are invited for term and/or tenure stream positions commencing September 1, 1989. Some appointments are subject to budgetary approval. White applicants are sought for a variety of fields, individuals with a background in economic history are particularly encouraged to apply. Applications from women candidates are also encouraged. Applicants are sought who have a strong interest in teaching introductory and upper level undergraduate courses and in actively pursuing professional research. The department, offering a strong major and honors program, is located in the largest business faculty in Atlantic Canada and provides excellent opportunities for teaching and research. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. The deadline for applications is January 31, 1989. Applicants should apply to: Stafling Committee, Department of Economics, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3.

UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS. Applications are invited as a sabbatical leave replacement in Economics for 1989-1990. Candidates should have a Ph.D. in Economics and some teaching experience. All areas will be considered. Salary and rank comensuiate with qualifications. Applications, with curriculum vitae and names and addresses of three referees should be sent to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF ALBERTA, Department of Economics, has an opening for a tenure-track appointment at the Assistant Professor level, commencing July 1, 1989, subject to budget approval. The position is open to candidates in all fields, but, given comparable candidates, particular attention will be paid to applicants with specialization either in economic development or in energy and/or natural resources. Ph.D. should be completed or imminent. Relevant teaching and research experience are both important, and clear indications of considerable promise in both areas are expected. Salary commensurate with qualifications and competitive with other Canadian institutions. The University of Alberta is committed to the principle of equity in employment, but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send applications (including complete curriculum vitae, graduate school transcripts, names and addresses of referees who are sending confidential letters of assessment) to Melville L. McMillan, Chairman, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4 by January 31, 1989.

EDUCATION

YORK UNIVERSITY. Faculty of Education. With continued Faculty expansion, York University, Faculty of Education, is interested in attracting educators of high calibre in a variety of fields. The Faculty is committed to humanistic, learner-centred, holistic approaches to education, an orientation which is reflected in all of its programmes. Appointments may be tenure stream or term depending on candidate qualifications and interests. We invite applications for positions in the following fields: 1) in elementary curriculum and pedagogy (especially language, mathematics, science, computers); 2) in educational administration (programme development, implementation and evaluation); 3) in language and learning; and 4) in foundations (socialization and child development, classroom interaction, institutional change, and social context of curriculum, with direct linkages to curriculum and pedagogy). For all positions, preference is given to candidates who have an appropriate mix of the following characteristics: a strong record of teaching and scholarly excellence, successful school-based experience, an appropriate advanced degree or equivalent achievement, and a demonstrated ability to collaborate with field and university colleagues. Candidates for tenure stream positions must be able to participate in the Faculty's in-service, pre-service and graduate programmes and be actively engaged in research. Background in Jewish Education or fluency in French would be desirable in one or more positions. Rank and salary will be commensurate with qualifications and experience. Certain positions are subject to budgetary approval. All positions would normally commence September 1, 1989. York University is implementing a policy of employment equity. Qualified women and men are invited to apply in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent as soon as possible to: Dean Andrew Effrat, Faculty of Education, N818 Ross Building, York University, 4700 Keele Street, North York, Ontario M3J 1P3.

UNIVERSITE McGILL. Le Departement de la Didactique des Langues Secondes (Université McGill) sollicite des candidatures au poste de professeur(e) adjoint(e) pour les programmes de didactique du français langue seconde (poste menant à la permanence). On exige un doctorat en linguistique appliquée ou dans un domaine connexe, de l'expérience dans l'enseignement et la préparation de matériel pédagogique, des travaux de recherche et des publications pertinents. Tâche consistant essentiellement en cours de didactique du français langue seconde (primaire et secondaire), de linguistique, de psycholinguistique et de sociolinguistique appliquées, en la surveillance de stagiaires dans les écoles, ainsi qu'en la direction de travaux de recherche au niveau des études supérieures. Il serait souhaitable qu'on puisse enseigner en français et en anglais. Date d'entrée en fonction: 1er septembre 1989. Prière de faire parvenir les candidatures, accompagnées des noms et adresses de trois répondants à Madame Nina Spada, directrice du Comité de recherche, Didactique des langues secondes, Université McGill, 3700 rue McTavish, Montréal, Québec, H3A 1Y2. Poste sujet à l'approbation budgétaire et ouvert, conformément aux exigences relatives à l'immigration au Canada, aux citoyens canadiens et aux résidents permanents. Date limite des candidatures: 1er avril 1989 ou dès que le poste est pourvu.

ST. FRANCIS XAVIER UNIVERSITY. 1. Tenure track position in reading and language arts education to commence September 1, 1989. 2. Doctorate in reading education with course work in language education 3. Several years of successful school teaching experience. 4. Responsibilities include teaching curriculum and instruction in reading and language arts in the elementary B.Ed. program, the language components of the course in English curriculum and instruction in the secondary B.Ed. program, a course in reading curriculum and instruction in the M.Ed. program, and supervision of practice teaching. 5. Salary and rank will be commensurate with qualifications and experience. 6. Applications, including a curriculum vitae, an academic transcript, and the names of three referees are to be submitted to Dr. Teresa MacIsaac, Chair, Department of Education, St. Francis Xavier University, Antigonish, N.S. B2G 1C0 by February 28, 1989.

ST. FRANCIS XAVIER UNIVERSITY. 1. Tenure track position in educational administration to commence July 1, 1989. 2. Doctorate in Educational Administration and course work in teaching effectiveness Several years of successful school teaching experience. 3. Responsibilities include teaching courses in the administrative stream of the M.Ed. program, a graduate course in school and teaching effectiveness in the general M.Ed. program, and supervision of practice teaching. 4. Salary and rank will be commensurate with qualifications and experience. 5. Applications, including a curriculum vitae, academic transcript, and the names of three referees are to be forwarded to Dr. Teresa MacIsaac, Chair, Education Department, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0 by February 28, 1989.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Summer Session. The Ontario Institute for Studies in Education will require a sessional instructor during the 1989 Summer Session to teach a half-course at the graduate level (subject to budgetary approval) in the Department of Measurement, Evaluation and Computer Applications. Applications are invited to teach a course in "linear programming models for test construction". Minimum requirements would normally include a doctorate in psychometric qualifications to teach courses at the master's and doctoral level, a record of scholarly research and publications in relevant area, and recognized expertise and demonstrated scholarly productivity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Forward applications, including a current curriculum vitae, by February 15, 1989 to: Dr. Malcolm Levin, Assistant Director (Academic), The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6.

UNIVERSITY OF SASKATCHEWAN. College of Education. Department of Curriculum Studies. Applications are invited to fill a temposition in Reading Education. The successful candidate will be expected to teach undergraduate courses in Reading education, and supervise student teachers. Applicants should have the following minimum qualifications: a Masters degree in education in the area of Reading/English Language Arts education, Ph.D. preferred; successful classroom teaching experience. Rank and salary Commensurate with academic qualifications and experience. The 1986-87 salary range for lecturers is from $24,492 to $32,491. The salary range for assistant professor is from $30,711 to $43,996. Negotiations for a new salary agreement are currently in progress. Deadline: March 30, 1989. The position begins July 1, 1989 and ends June 30, 1990. Applicants are requested to forward a letter of application and curriculum vitae. In addition, arrangements should be made for three references to be forwarded independently. Applications for further enquiries should be directed to: Dr. J.A. Hope, Head, Department of Curriculum Studies, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF SASKATCHEWAN. College of Education. Poste Ouvert: Domaine de l'éducation en sciences sociales. Nous sollicitons des candidatures au poste de Professeur assistant dans le domaine de l'éducation en sciences sociales. Ce poste bilingue (français-anglais) peut éventuellement devenir permanent. Nature de la fonction: enseigner en français et en anglais des cours de méthodologie menant au diplôme et se rapportant à l'éducation en sciences sociales; superviser de futurs enseignants et des stagiaires; se lancer personnellement dans un programme de recherche; participer activement au développement professionnel d'enseignants en fonction (quand le besoin s'en fait sentir); éventuellement enseigner d'autres cours. Qualifications: On accordera la préférence aux candidats qui: auront terminé leur doctorat; auront été publiés ou auront fait de la recherche; auront de l'expérience en développement de programmes se rapportant à l'éducation en sciences sociales; auront de l'expérience à enseigner dans une salle de classe; seront habitués à collaborer avec des collègues dans et traitement: Ceux-ci seront fonction des qualifications. En 1986-87, l'échelle salariale pour les professeurs assistants variait de 30,711 $ à 43,996 $. On est en train de réviser les salaires. Pour poser votre candidature faites parvenir avant le 30 Mars 1989 votre lettre et curriculum vitae à Dr. J.A. Hope, Head, Curriculum Studies Department, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0 Chaque candidat devra s'arranger pour que trois répondants envoient directement une lettre de recommandation à la personne ci-dessus Conformément aux exigences actuelles en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux immigrants reçus

UNIVERSITY OF ALBERTA. Applications are invited for a Secondary Education position in the Department of Elementary Education at the assistant professor level ($31,612 - $45,340 per annum, under review). Date of appointment July 1, 1989. Duties will include undergraduate and graduate teaching in science education, development of general teaching skills through work and practicum supervision as well as graduate thesis supervision. The successful candidate will be expected to be involved with the preparation of teachers for elementary schools and to be actively committed to research. Both a doctoral degree (or near completion) and teacher certification are required. The University of Alberta is committed to the principle of equity in employment but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for accepting applications is January 31, 1989. Applications including as current curriculum vitae and names of three referees should be sent to Dr. Werner D. Wilde, Chairman, Department of Elementary Education, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G5.

UNIVERSITY OF ALBERTA. Applications are invited for a Mathematics Education position in the Department of Elementary Education at the associate professor level (salary floor $48,370 per annum, under review). Date of appointment July 1, 1989. Duties will include undergraduate and graduate teaching in mathematics education, involvement in courses concerned with general teaching skills, practicum supervision and graduate thesis supervision. A strong commitment to research is necessary. Doctorate (or near completion) and teacher certification required. The University of Alberta is committed to the principle of equity in employment. Closing date is January 31, 1989. Applications including a current curriculum vitae and names of three referees should be sent to Dr. Warren D. Wilde, Chairman, Department of Elementary Education, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G5.

THE UNIVERSITY OF BRITISH COLUMBIA. The Department of Visual and Performing Arts in Education, at the University of British Columbia invites applications for a tenure-track position at the Assistant Professor level in Art Education. The appointment will become effective July 01, 1989 and will be made subject to final budgetary approval. Applicants must have a doctorate and school teaching or related teaching experience. Duties will include supervision of graduate students, teaching at under-

graduate and graduate levels and supervision of graduate students and student teachers. Applicants should have a general interest in elementary art education, with particular interest in art research and development in the early childhood years. The salary range is $37,500 plus, depending upon qualifications and experience. The University of British Columbia is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. The closing date for applications is March 31, 1989. Letters of application, curriculum vitae and the names and addresses of three referees should be sent to: Dr. Ron MacGregor, Head, Department of Visual and Performing Arts in Education, Faculty of Education, The University of British Columbia, Vancouver, B.C. V6T 1Z5

ELECTRONICS

CARLETON UNIVERSITY. The Department of Electronics, Carleton University, has tem re placement positions available for the 1989-90 academic year, and up to three years following at the Lecturer/Assistant Associate level. Applicants should hold at least a Master of Engineering degree or equivalent for appointments at the lecturer level, and a Ph.D. degree in Engineering or equivalent at the Assistant/Associate level, with appropriate experience. Duties include teaching of introductory level and/or advanced level courses in hardware electronics, microwave, communications, and solid state electronics (digital and analog). Membership, or eligibility for membership, in a Canadian professional engineers' association is preferred. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada in the first instance. Applications, including curriculum vitae and names of three referees, should be addressed to Professor J.S Wight, Chairman, Department of Electronics, Carleton University, Ottawa, Ontario K1S 5B6. Salary and rank will be commensurate with qualifications and subject to budgetary approval. Applications are welcomed from qualified women as well as from qualified men.

ENDOCRINOLOGY

UNIVERSITY OF TORONTO. Molecular and Cellular Aspects of Endocrinology. The Banting and Best Department of Medical Research, University of Toronto, is seeking candidates for the position of Assistant Professor (Tenure Stream). The position is available July 1, 1989 and will carry an initial appointment of five years at a competitive salary. Candidates should have a strong research background and be prepared to develop a research program in Molecular and Cellular aspects of endocrinology (for example - Mechanisms of Signal Transduction, Surface and Intracellular Receptors, Growth Factors, Diabetes Research, Regulation of Gene Expression). The successful candidate will be expected to attract independent research grants, to spend at least 75% of his/her time in research and to participate in graduate and undergraduate training. The University of Toronto encourages both women and men to apply for positions. Applicants should forward a Curriculum Vitae, an outline of research interests and arrange for three letters of reference to be sent directly to Dr. David H. MacLennan, Professor and Chairman, Banting and Best Department of Medical Research, University of Toronto, 112 College Street, Toronto, Ontario, Canada M5G 1L6. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada, but foreign applications are encouraged.

ENGINEERING

UNIVERSITY OF MANITOBA. Agricultural Engineering. Applications are invited for a tenure-track assistant professor or associate professor. Preference will be given to applicants with a specialization in the areas of Food Process Engineering or Soil and Water Engineering but applications from specialists from a wide range of interest areas are welcome. Qualifications include a Ph.D. in Agricultural Engineering or related discipline, a commitment to undergraduate and postgraduate teaching, and potential for developing a strong externally sponsored research program. Applications should include a resumé, statement of teaching and research interests and names of three referees. The position is available July 1, 1989. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications should be sent by February 1, 1989 to: Dr. N. Ross Bulley, Head, Department of Agricultural Engineering, University of Manitoba, Winnipeg, Manitoba R3T 2N2.

CONCORDIA UNIVERSITY. Electrical & Computer Engineering. Positions for Visiting Professors, Post Doctoral Fellows and Research Associates are available in the Electrical & Computer Engineering Department of Concordia University, Montreal, in the following areas: Communications, Signal Processing, Computer Communications, Power Electronics, Control Systems, Circuit Theory, VLSI, Semiconductor Physics, Microwave Transmission, Antennas, Electromagnetic Compatibility, Distributed Computing, VLSI Algorithms, Design Automation for VLSI, and Computational Graph Theory. Interested parties should send their curriculum vitae to Jeremiah F. Hayes, Chairman, Electrical & Computer Engineering Department, Concordia University, 1455 de Maisonneuve Blvd. West, Room H-937, Montreal, Quebec, H3G 1M8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ROYAL MILITARY COLLEGE OF CANADA, Kingston, Ontario. Department of Chemistry and Chemical Engineering. Applications are invited for a tenure-track faculty position as an Assistant Professor of Chemistry. The successful candidate will be required to teach in English at the undergraduate and graduate levels, and to conduct research in materials science. Areas of major interest for this position are polymers, composite materials and solid state chemistry. Candidates in other areas of materials science are also encouraged to apply. Knowledge of both official languages would be an advantage as would the ability to teach in French. A Ph.D. or equivalent is required although an appointment at the Lecturer level might be considered for an outstanding candidate whose Ph.D. was not quite completed. The appointment can be effective as early as July 1st, 1989, but the competition will remain open until the satisfactory candidate has been hired. Salaries are competitive and in accordance with professional qualifications and experience. The Royal Military College of Canada is a coeducational institution and this position is open equally to male and female candidates. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Please send a curriculum vitae, a summary of research interests and the names and addresses of three referees to: Dr. R.F. Mann, Head, Department of Chemistry and Chemical Engineering, Royal Military College of Canada, Kingston, Ontario, K7K 5L0, (Tel: (613) 541-6272). Pour obtenir une version française de cette annonce, s'adresser à M.N. Gauthier, Adjoint au principal, (Tél: 541-6282).

McMASTER UNIVERSITY. Department of Mechanical Engineering. Applications are being sought from Ph.D. degree holders for two tenure track faculty positions in the Department of Mechanical Engineering at McMaster University, one in the area of mechanical design and the other in the area of manufacturing engineering. The mechanical design appointment will be made at the assistant professor level. The successful applicant will be involved in instruction and research in design and will be expected to teach at the undergraduate and graduate levels. The successful applicant should have expertise in at least one of the areas of mechanical design such as the design of machine components, analysis and synthesis of planar and spatial mechanisms, biomedical engineering, optimization and expert systems or any other field of mechanical design. The level at which the manufacturing engineering appointment will be made is open. The successful applicant will be involved in instruction and research in manufacturing engineering and will be expected to teach manufacturing processes at the undergraduate and graduate levels. It is essential that the successful applicant have demonstrated capability in research preferably in the area of metal cutting and that he/she have the background and experience that would facilitate collaboration with industry. The research facilities available to the successful applicant are among the best in Canada and include a combined Robotics and Numerically Controlled Machines Laboratory as well as a Metal Cutting Laboratory. The successful applicant will be expected to develop strong externally funded research programs. The starting salary will be July 1, 1989 and both positions are subject to final budgetary approval. Applicants will be accepted until the positions are filled. Those who wish to be considered should send a copy of their current curriculum vitae and the names, addresses and telephone numbers of at least three referees to: Dr. D.S. Weavel, Chairman, Department of Mechanical Engineering, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4L7; Phone (416) 525 9140 Ext. # 4310. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF BRITISH COLUMBIA invites applications at the assistant/junior associate professor level in all areas of electrical, electronic and computer engineering. Several positions are available, including some recently established collaborative positions in biosensors, in robotics for harvesting and processing in forestry, and in imaging/sensors/telecontrol in the Centre for Integrated Computer Systems Research. A Ph.D. is required. Industrial experience would be an asset. Successful applicants will be expected to vigorously pursue research and to teach at the undergraduate and graduate levels. Salary is commensurate with qualifications and experience. Applications will be considered until positions are filled, although a special cutoff date for September 1989 is April 15, 1989. To apply, send curriculum vitae, reprints of published papers, and names of at least three references, and state whether or not the applicant is a Canadian citizen or permanent resident of Canada to: Dr. R.W. Donaldson, Head, Department of Electrical Engineering, 2356 Main Mall, The University of British Columbia, Vancouver, B.C., Canada, V6T 1W5. The University of British Columbia offers equal opportunity for employment to qualified female and male applicants. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. The Department of Mechanical and Aeronautical Engineering of Carleton University has initiated a new undergraduate program in Aerospace Engineering and has term or tenure track appointments available. Applicants having a background in aerospace engineering with specialization in fluid mechanics or solid mechanics will be considered. Areas of particular interests including propulsion and aerospace structures and design. A Ph.D. in mechanical or aerospace engineering and/or significant industrial experience is required; teaching, and especially design experience, would be assets. Membership or eligibility for membership in a Canadian professional engineering society is required. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada in the first instance. Applications, including curriculum vitae and names of three referees, should be addressed to: Professor R.J. Kind, Chairman, Department of Mechanical and Aeronautical Engineering, Carleton University, Ottawa, Ontario, K1S 5B6. Salary and rank will be commensurate with qualifications and subject to budgetary approval. Applications are welcome from qualified women as well as from qualified men.

UNIVERSITY OF WATERLOO. Electrical Engineering. The Department of Electrical Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in all branches of electrical engineering but preference will be given to persons specializing in these areas: communications, high voltage insulation and microwave integrated circuits. The level of the appointments and salary will be commensurate with the qualifications of the candidate. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors whenever possible. The candidate must have a doctoral degree and a strong commitment to research and teaching. Candidates should send their resume to: Dr. Ian F. Blake, Chairman, Faculty Search Committee, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications from women candidates are particularly welcome. An Employment Equity Employer.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Mechanical Engineering. A tenure track faculty position is available in the area of fluid mechanics and aircraft aerodynamics, at the Assistant Professor level. Applicants should have a strong academic background including a relevant doctorate or equivalent research experience. Industrial experience in aerodynamics or aircraft design would be desirable. The candidate will be expected to lecture at the undergraduate level in fluid mechanics and participate in a new "Industrial Aerodynamics and Aircraft" option being developed in the department. At the graduate level the candidate will be expected to offer courses in fluid mechanics and in his/her area of expertise, and to supervise graduate students to the doctoral level. The position is available immediately, subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia offers equal opportunity to qualified male and female applicants. Applicants should send their curriculum vitae before March 31, 1989, to: M. Salcudean, Head, Department of Mechanical Engineering, The University of British Columbia, 2324 Main mall, Vancouver, B.C. V6T 1W5, Canada.

ENGINEERING & MANAGEMENT

ROYAL MILITARY COLLEGE OF CANADA. Lecturer/Assistant Professor in Engineering and Management. The Department of Engineering and Management is seeking candidates for a tenure track position at the Lecturer/Assistant Professor level, effective 1 July 1989. Responsibilities include teaching third and fourth year Engineering and Management courses, teaching graduate courses, graduate student supervision, strong performance in research and some administrative duties. Requirements for the position include PhD or equivalent in Engineering or Management and eligibility for registration as PEng in the Province of Ontario. PhD candidates who are near the completion of their thesis are also encouraged to apply. The successful candidate should have Engineering Economics and one or more of Production Management, Reliability and Maintainability, Human Factors Engineering or Information Systems as fields of teaching and research interest. Working knowledge of French is an advantage. Salaries and benefits are competitive. The Royal Military College of Canada is a coeducational institution and this position is open equally to male and female candidates. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The closing date of this competition is 11 March 1989. Please forward letter of application, resumé, and the names and addresses of three references to: Dr. B.W Simms, Head, Department of Engineering and Management, Royal Military College of Canada, Kingston, Ontario, K7K 5L0. Pour obtenir une version française de cette annonce pour un poste de professeur essentiel, s'adresser à: M. N. Gauthier, Adjoint au principal (Tél: (613) 541-6286).

ENGINEERING PHYSICS

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Engineering Physics. Applications are invited for a tenure-track faculty position at the assistant or associate professor level. Minimum qualifications are a Ph.D. in an appropriate branch of Engineering or Physics with professional registration, or the ability to achieve such before consideration for tenure. Demonstrated research ability is necessary, while industrial experience will also be an asset. Duties include undergraduate teaching of courses in electronics, solid state physics, physical measurements and techniques, the supervision of design projects, and graduate teaching and research. Current research areas of the department include acoustics, materials and medical physics, and it is intended to expand these to fields such as applied optics, robotics, computer methods for data collection and analysis, and non-destructive evaluation. The department is closely associated with the newly established Advanced Materials Engineering Centre which has facilities for the design, manufacture and testing of advanced composites and coatings. The starting date is July 1, 1989, but this may be varied by mutual consent. Applications, including curriculum vitae and names of three referees, to be sent to: Dr. H.W. Kings, P.Eng., Head, Department of Engineering Physics, Technical University of Nova Scotia, P.O. Box 1000, Halifax, N.S., Canada, B3J 2X4. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada.

ENGLISH

BROCK UNIVERSITY. The Department of English Language and Literature, Brock University, invites applications for a temporary appointment at the level of assistant professor in the area of Renaissance Literature (subject to budgetary approval). Applicants should hold the Ph.D. or equivalent and be prepared to teach in the first year programme as well as in Renaissance Literature. The appointment is to be from July 1, 1989 until June 30, 1990. Applicants should send a curriculum vitae, transcripts and the names of three referees to Angus Somerville, Chair, Department of English Language and Literature, Brock University, St. Catharines, Ontario, Canada, L2S3A1. The deadline for applications is January 31, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an Equal Opportunity Employer.

UNIVERSITY OF NEW BRUNSWICK. The Division of Humanities and Languages at the Saint John Campus of the University of New Brunswick invites applications for a tenure stream appointment in English at the Assistant Professor level effective July 1, 1989. The successful candidate will have a Ph.D or equivalent; teaching experience and publications will be an asset. The successful applicant will be required to teach introductory literature courses and to teach in the Medieval and Romantic periods at the undergraduate level. Expertise in History of the Language, and/or Literary Criticism and/or Commonwealth Literature would also be an asset. Appointment is subject to budgetary approval. Applications, including curriculum vitae and the names of three academic referees, will be accepted until the position is filled and should be addressed to Dr. Peter McGahan, Dean of the Faculty, University of New Brunswick, PO Box 5050, Saint John, New Brunswick, E2L 4L5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick has recently established an Employment Equity Committee.

TRENT UNIVERSITY. The Department of English at Trent University invites applications for three limited term appointments, one of which is subject to budgetary approval. One of these positions will be for a one-year term and two may be for two-year terms. These appointments, which will be made at the senior Lecturer or Assistant Professor rank, will begin July 1, 1989. The salary at the floor of Assistant Professor in 1989-90 will be $33,660. Applicants from all fields of English, Canadian, American and Commonwealth literature will be considered. Duties will include teaching three courses, one at the first year level. Some teaching off the main campus may be required. Ph.D. and teaching experience preferred. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All applications, accompanied by transcripts and a full curriculum vitae showing qualifications and previous experience and giving the names of at least three referees who have been asked to write on the candidate's behalf, should be sent to: Professor Orm Mitchell, Chair, Department of English, Trent University, Peterborough, Ontario K9J 7B8 before 15 February, 1989.

FILM

SIMON FRASER UNIVERSITY. The Centre for the Arts at Simon Fraser University expects to make a tenure track appointment in film production at the rank commensurate with qualifications. The appointment will be made for September 1989. The successful candidate will have substantial professional experience in documentary, dramatic, or experimental film; a demonstrated ability to teach film production at all levels; and familiarity with contemporary film theory and criticism. The position involves teaching film making at the intermediate and advanced levels; conducting seminars in film criticism; and supervising student films. In addition candidates should be prepared to accept responsibilities within an interdisciplinary fine and performing arts department. Preference will be given to candidates eligible for employment in Canada at the time of application. Deadline for applications is February 3, 1989. Letters of application, a complete curriculum vitae, and the names of three referees should be sent to: Professor Grant Strate, Director, Centre for the Arts, Simon Fraser University, Burnaby, B.C. Canada V5A 1S6.

FINANCE

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for one tenure track and two limited term appointments. Appointments effective January 1, 1989 or September 1, 1989. Doctorate in hand or near completion is required for tenure track appointment. An interest in corporate finance or real estate is desirable. Tenure track candidates are expected to teach in the B. Comm. and MBA programs and have a strong research orientation. Salary is competitive. Submit curriculum vitae and the names of three references to Dr. Paul Dixon, Chairman, Department of Finance and Management Science, Saint Mary's University, Halifax, B3H 3C3

FRENCH

UNIVERSITY DU MANITOBA. Deux Postes Menant à la permanence en français. Le département d'études françaises ouvre un concours pour deux postes menant à la permanence. Ces postes doivent être pourvus le 1er juillet 1989. Postes à temps complet. Conditions d'engagement et traitement selon la convention collective en vigueur. Description des deux postes et qualifications. 1. Enseignement de la linguistique et du français langue première et/ou seconde. Qualifications: Doctorat en linguistique avec, si possible, spécialization en phonétique et phonologie. 2. Enseignement de la linguistique et du français langue première et/ou seconde. Qualifications: Doctorat en linguistique avec, si possible, spécialization en linguistique générale, en sémantique, ou en syntaxe. Faire parvenir un curriculum vitae et le nom de trois répondants à: Dr. A van den Hoven, Directeur, Département d'études françaises, Université de Windsor, Windsor, Ontario, N9B 3P4 N.B.: Conformement aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens canadiens et aux résidents permanents. L'Université souhaite recevoir des candidatures féminines.

UNIVERSITE CONCORDIA. Le département d'Etudes françaises sollicite des candidatures pour un poste de professeur adjoint de langue et linguistique. Exigences: 1. Doctorat ou équivalent; 2. Aptitude à l'enseignement universitaire; 3. Recherches sur la langue française, les mécanismes de son acquisition et les méthodologies propres à son enseignement; conception de matériel didactique. Tâches: 1. Enseignement (langue, linguistique, didactique); 2. Recherche pertinente (individuelle ou en équipe); 3. Participation à l'administration de programmes de langue, linguistique et didactique; encadrement des enseignants et chargés de cours. Conditions: Rémunération et autres conditions selon convention collective; poste offert à partir du 1er juin 1989 et pouvant mener à la permanence. Date de clôture des candidatures: le 1er février 89. Prière d'envoyer son curriculum vitae et trois lettres de recommandation à Mme Marthe Cetry-Verron, directrice du département d'Etudes françaises, Université Concordia, 1455, boulevard de Maisonneuve ouest, Montréal, Québec, H3G 1M8. Conformément aux règlements canadiens de l'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada.

ST. THOMAS MORE COLLEGE, Saskatoon, Sask. The Department of French invites applications for a tenure-track position at the Assistant level, commencing July 1989. Candidates must have a Ph.D. or equivalent and teaching experience at the university level. The Department is seeking candidates whose primary interest is the teaching of French at the university level and who have experience in programme development and enrichment. Proficiency in both French and English is required. Salary will be commensurate with qualifications and experience. Send curriculum vitae and three letters of reference to Rev. Kevin J. Kiley, Head, Department of French, St. Thomas More College, 1437 College Drive, Saskatoon, SK, S7N 0W6. The deadline for receipt of applications is 15 February 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. St. Thomas More College is a Catholic liberal arts college federated with the University of Saskatchewan, Saskatoon.

UNIVERSITE LAURENTIENNE. Le département de français est à la recherche d'un directeur (d'une directrice) de département au rang de professeur agrégé ou titulaire pour un poste menant à la permanence. Les candidat(e)s doivent détenir le Ph.D. en lettres, linguistique ou dans une discipline connexe, avoir une bonne expérience dans l'enseignement et l'administration et un solide dossier académique. La salaire et le rang seront à négocier. L'entrée en fonction aura lieu au plus tard le 1er juillet 1989. Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse en premier lieu aux citoyens canadiens et aux résidents permanents. Envoyez Curriculum Vitae et le nom de trois répondants avant le 31 janvier 1989 à: Présidente, Comité de sélection, Département de Français, Université Laurentienne, Sudbury, Ontario P3E 2C6.

MOUNT ALLISON UNIVERSITY. Department of French and Spanish. Applications are invited for a tenure-track position, to commence on July 1, 1989, subject to budgetary approval. The appointment will be at the Assistant Professor rank. An applicant should hold a Ph.D. in French or French-Canadian literature with a strong background in linguistics and an interest in teaching stylistics. Applicants should have native fluency in French and give evidence of teaching experience at the university level as well as of an active research interest. The 1987-88 salary range for this rank is $32,689 to $41,300. An application should include a curriculum vitae and the names of three referees, and should be sent to: Dr. Peter Allan, Head, Department of French and Spanish, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date for receipt of applications is January 31, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

UNIVERSITY DE HEARST. Le Département de français de l'Université de Waterloo recherche un professeur en linguistique pour occuper un poste à plein temps à partir du mois de septembre 1989. Le titulaire de ce poste aura le rang de professeur adjoint. Les candidats doivent posséder une excellente maîtrise de la langue française. Les intéressés sont priés de faire parvenir leur candidature accompagnée d'un curriculum vitae à M. Pierre H. Dubé, directeur intérimaire du Département de français, University of Waterloo, Waterloo (Ontario), N2L 3G1. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse en priorité aux citoyens canadiens et aux résidents du Canada. L'Université de Waterloo cherche, dans la mesure du possible, à pourvoir ses postes vacants de candidats ayant récemment terminé leur Ph.D et au rang de professeur adjoint. Les candidatures de femmes sont surtout les bienvenues. Employeur qui met en oeuvre une politique d'équité en matière d'emploi.

GEOGRAPHY

THE UNIVERSITY OF LETHBRIDGE. Faculty of Arts and Science. Department of Geography. 1. Title: Assistant Professor; probationary (tenure-track) appointment, subject to budget approval. 2. Qualifications: Ph.D. preferred. Strong teaching and research background in Urban and Regional Studies. Candidates with specialization in one or more aspects of Urban Studies/Geography will be considered. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. 3. Responsibilities: Teaching and research. Candidate will be expected to coordinate multidisciplinary Urban and Regional Studies Program. 4. Salary (1988-89): Assistant Professor $32,560, minimum. 5. Applications: Applications, including a curriculum vitae, and the names of three referees should be sent to: Dr. Frank J. Jankunis, Chair, Department of Geography, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. 6. Effective Date: 1 July 1989. 7. Closing Date: 28 February 1989.

MOUNT ALLISON UNIVERSITY. Department of Geography Applications are invited for a two-year term appointment, subject to budgetary approval, commencing on July 1, 1989. An applicant should hold a

Ph.D. Duties include undergraduate teaching and research. The department is especially interested in applicants who can bring expertise and leadership in the fields of contemporary economic geography, regional development and settlement studies. Research opportunities exist to work with and contribute to the department's externally funded interdisciplinary Rural and Small Towns Research and Studies Programme. The appointment will be made at the rank of Assistant Professor and the 1987-88 salary range of this rank is $28,689 to $41,300. Applicants should provide a curriculum vitae and should arrange to have three references forwarded directly to: Dr. Peter Ennals, Head, Department of Geography, Mount Allison University, Sackville, New Brunswick E0A 3C0. The closing date for receipt of applications is February 15, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

ATHABASCA UNIVERSITY is recruiting to a tenure track appointment at the assistant professorial level. In addition to contributing to the curriculum planning for a major in geography, the incumbent will be responsible for developing and delivering a number of geography courses, as well as for pursuing an active research program. Candidates should possess a Ph.D. and must have specialized in two or more of the following: cartography, environmental or resource geography, economic geography, Third World geography. Experience in adult, distance or community-based post secondary education will be a distinct asset. Athabasca University is an open university located 150 kilometers north of Edmonton. The closing date for applications is February 28, 1989. In accordance with Canadian Immigration Department regulations, this advertisement is directed to Canadian citizens and permanent residents. Applicants should arrange for three referees to forward letters of reference and should send a full curriculum vitae as well as samples of written work to: Director of Human Resources, Athabasca University, Box 10,000, Athabasca, Alberta, T0G 2R0.

UNIVERSITY OF WATERLOO. Department of Geography. Applications are being accepted for one tenure track appointment at the Assistant Professor level beginning 1 May 1989 or as soon as possible thereafter. The appointment will be for a person qualified in human geography with research and teaching interests in global/international patterns of change and for undergraduate teaching in cartography and analytical methods. Expertise in computer-aided education will be viewed as an asset. The Department of Geography is part of the Faculty of Environmental Studies which includes the School of Architecture, a School of Urban and Regional Planning and a Department of Environment and Resources Studies. Geography programs include an undergraduate general degree, an honours degree and a co-op honours degree program and at the graduate level, Master's and Ph.D. programs. Closing date for applications is 15 February 1989. Ph.D. by the date of appointment is required. Applicants should provide a curriculum vitae and arrange to have three references forwarded directly to Dr. Bruce Mitchell, Chair, Department of Geography, University of Waterloo, Waterloo, Ontario, N2L 3G1. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D graduates appointed as Assistant Professors wherever possible. Salary will depend on the candidate's qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Employment Equity Employer.

GEOLOGICAL SCIENCES

UNIVERSITY OF ALBERTA. Department of Geology. Applications and nominations are invited for a Professorship in the area of Experimental Igneous Petrology. The Department of Geology is a well-equipped research oriented department in the Faculty of Science. The successful candidate will be responsible for supervising a research facility which includes a unraxial, split-sphere USSA apparatus ("Superpress") a piston cylinder apparatus, and internally heated, gas pressure vessel and cold seal bombs. We are seeking a candidate with excellent leadership qualities, an outstanding research record, and a dedication to teaching at the graduate and undergraduate level. The position is now available with the appointment salary and rank commensurate with experience. Applications or nominations, including a detailed curriculum vitae, a brief statement of teaching and research interests, and the names of three referees, should be received by March 1, 1989 and addressed to: Dr. N W. Rutter, Chairman, Department of Geology, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. The University of Alberta is committed to the principle of equity in employment but, in accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

McGILL UNIVERSITY. The Department of Geological Sciences, McGill University, invites applications for two tenure-track positions in one or more of the following fields starting September, 1989: Groundwater Geology, Environmental Geology, Geochemistry (crustal/mantle, as well as surficial). We seek scientists with demonstrated research abilities. Successful applicants must have completed all the requirements for the Ph.D. before final appointment. In accordance with the requirements of Immigration Canada this ad is directed primarily to Canadian citizens and landed immigrants, but applications from qualified non-Canadians are also encouraged. Send curriculum vitae and the names of three professional referees to: Dr. Andrew Hynes, Geological Sciences, McGill University, 3450 University, Montreal, P.Q. H3A 2A7, Telephone: (514) 398-6768; Fax. (514) 398-4680. Deadline: March 31st, 1989.

BROCK UNIVERSITY. The Department of Geological Sciences at Brock University invites applications for a tenure-track position at the Assistant Professor level in structural geology with interest in tectonics. Duties will include the teaching of graduate and undergraduate courses in Structual Geology and Tectonics. The applicant must have a Ph.D. degree and a strong research and publication record with potential for success in obtaining external research funding. Applicants should submit a curriculum vitae and the names of three references to Dr. J.J. Flint, Department of Geological Sciences, Brock University, St. Catharines, Ontario, L2S 3A1, Canada by March 1, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

THE UNIVERSITY OF WESTERN ONTARIO. The Department of Geology at The University of Western Ontario invites applications for a limited term appointment as Lecturer for up to three years beginning July 1, 1989. This is a research and teaching position for a recent Ph.D. working in structural geology. Minimum salary is $24,400 per annum. The position is subject to budgetary approval. Please send a C.V. with names and telephone numbers of three referees to R.W. Hoddel, Chairman, Department of Geology, The University of Western Ontario, London, Ontario, Canada, N6A 5B7 by February 15, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. An Equal Opportunity Employer.

HISTORY

McGILL UNIVERSITY. Sassonel Appointment In French History. The Department of History, McGill University, invites applications for a nine-month sessional appointment in French History to begin September 1, 1989. Candidates will be asked to teach one large introductory survey on France to 1789 (3 credits); one intermediate course on European Thought from the Renaissance to the Twentieth Century (6 credits); and one seminar ot the candidate's choice dealing with Early Modern France (6 credits). Teaching experience and the Ph.D. are preferred. Current annual salary minimum for Assistant Professor is $35,357. Applications, including curriculum vitae, three letters of recommendation, and enquires should be addressed to: Professor Myron Echenberg, Chairman, Department of History, McGill University, 855 Sherbrooke St. W. Montreal, Quebec, H3A 2T7. Closing date for applications is April 1, 1989. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Department of History. Applications are invited for a 1 year term appointment in African history or in Caribbean history. Applicants should have a Ph.D. (or a Ph.D. nearing completion). Relevant experience in teaching and research desirable. Applications will be considered from individuals capable of teaching colonial and pre-colonial African history or the history and culture of Caribbean society since 1600. The appointment will be made at the Lecturer or Assistant Professor level. Salary will be commensurate with experience and qualifications. The appointment will commence on 1 July, 1989. Send applications, a curriculum vitae and ask three referees to write letters to Professor John Beattie, Acting Chair, Department of History, University of Toronto, Toronto, Canada, M5S 1A1. Applications will close on 15 February, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University particularly encourages applications from qualified women.

UNIVERSITY OF TORONTO. Department of History. Applications are invited for a 1 year term appointment in Medieval history. Applicants should have a Ph.D. or a Ph.D. nearing completion. Relevant experience in teaching and research will be taken into account. Individuals in any area of Medieval history are invited to apply. The appointee will participate in the medieval survey course and offer two other undergraduate courses. This appointment will be made at the level of Lecturer or Assistant Professor. Salary will be commensurate with experience and qualifications. The appointment will commence on July 1, 1989. Send applications, a curriculum vitae and ask three referees to write letters to Professor John Beattie, Acting Chair, Department of History, University of Toronto, Toronto, Canada, M5S 1A1. Applications will close on 15 February, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University particularly encourages applications from qualified women.

UNIVERSITY OF TORONTO. Department of History. Applications are invited for a 2 year term appointment in Medieval history. Applicants should have a Ph.D. or a Ph.D. nearing completion. Relevant experience in teaching and research will be taken into account. Individuals in any area of Medieval history are invited to apply. The appointee will participate in the medieval survey course and offer two other undergraduate courses. This appointment will be made at the level of Lecturer or Assistant Professor. Salary will be commensurate with experience and qualifications. The appointment will commence on July 1, 1989. Send applications, a curriculum vitae and ask three referees to write letters to Professor John Beattie, Acting Chair, Department of History, University of Toronto, Toronto, Canada, M5S 1A1. Applications will close on 15 February, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University particularly encourages applications from qualified women.

UNIVERSITY OF MANITOBA. The Department of History, University of Manitoba, invites applications for an eight month sessional position (September 1, 1989 - April 30, 1990) at the rank of Assistant professor in Women's History, with responsibility to teach two courses in that field and a third course, preferably in western civilization or modern world history. Applicants must have a Ph.D. and successful teaching experience; research publications are strongly preferred. Salary: $25,000 for 8 months. Both women and men are encouraged to apply. In accordance with Canada Immigration, priority will be given to Canadian citizens and permanent residents. Applications should be accompanied by a curriculum vitae and each applicant should ensure that at least three letters of reference are sent to Professor E.C. Moulton, Head, Department of History, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The closing date for applications is March 15, 1989.

TRENT UNIVERSITY. The Department of History, Trent University, invites applications for two (2) one year limited term appointments in Western European History. One of the positions is subject to budgetary approval. One position involves primary responsibility for the second year course in modern European history, while the other entails major involvement in the team-taught introductory survey course in European history, but involvement in both courses may be required in each. In addition, ability to teach in a course in early modern Europe and/or the expansion of Europe will be a definite asset. The positions are at the Assistant Professor level, for which a Ph.D. is a requirement; applicants who are near completion of the Ph.D. thesis may be appointed at the rank of Lecturer. For 1989-90, the salary at the floor of the Assistant Professor rank is $33,666 per annum. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications, including a c.v. and the names of three persons who have been asked to write letters of reference on the applicant's behalf, should be sent, by 15 February 1989, to Professor Douglas McCalla, Chair, Department of History, Trent University, Peterborough, Ontario, K9J 7B8.

HOME ECONOMICS

MOUNT SAINT VINCENT UNIVERSITY invites applications for a full-time, tenure track position in family studies in its Department of Home Economics. Responsibilities include teaching undergraduate and graduate courses in family studies; maintaining an active research program; general faculty duties in the department and university, contributing to the ongoing development of the academic programs. Qualified candidates will hold a Ph.D., have a familiarity with the family ecosystem perspective and have demonstrated competence in teaching and research. Rank and salary are in accordance with university regulations. Applications will be accepted immediately for the appointment which begins July 1, 1989. Mount Saint Vincent University is concerned primarily with the education of women. The Home Economics Department, in the Division of Human and Professional Development, offers a Family Studies concentration in the Bachelor of Home Economics degree and family studies courses to other Home Economics professionals, including students in the Bachelor of Science, Home Economics degree program and the Masters of Arts, Home Economics Education. The department's interest is in community programming for families, in international development, and has established links to Africa. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. Interested applicants should submit a curriculum vitae, transcripts, a statement of teaching and research interests, and names of referees to: Dr. Susan Clark, Dean, Division of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia B3M 2J6.

HUMAN DEVELOPMENT

CONCORDIA UNIVERSITY. Post-Doctoral Fellows. The Centre for Research in Human Development at Concordia University invites inquiries concerning post-doctoral research training opportunities, beginning in September 1989. The Centre is a provincially supported "centre d'excellence", and currently hosts ongoing research in the following areas: cognitive development in infancy, sex-differentiation and gender-role learning in early childhood, the development of social stereotypes, peer interaction and social competence, effects of daycare environments on children's development, personality and age-related changes in cognitive and linguistic processes in aging populations, social adjustment in normal aging, the role of caregivers for dementia patients, and a longitudinal inter-generational study of children at risk for major psychiatric disorders. The Centre provides a stimulating research environment with excellent facilities, including a new Child Study Lab. Candidates' research interests should complement one or more ongoing research programs at the Centre. Priority will be given to candidates holding externally sponsored post-doctoral fellowships, although internal funding for salary and research expenses may also be available. Please address letters of inquiry and C.V.s to Dr. Lisa A. Serbin, Director, Centre for Research in Human Development, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

INFORMATION SYSTEMS

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for two tenure track positions in Information systems. Doctorate in hand or near completion is required. Appointment effective September 1, 1989. Tenure track candidates are expected to teach in the B. Comm. and MBA programs and have a strong research orientation. Salary is competitive. Submit curriculum vitae and the names of three references to Dr. Paul Dixon, Chairman, Department of Finance and Management Science, Saint Mary's University, Halifax B3H 3C3

ITALIAN

YORK UNIVERSITY. Faculty of Arts. Department of Languages, Literatures and Linguistics. Italian language One tenure-track position in the professorial stream at the rank of Assistant Professor in Italian, commencing July 1, 1989. Position subject to budgetary approval. Completed PhD in Italian and demonstrated ability to teach language courses at all levels required. Competence in computer science applied to second language teaching is also required. Salary commensurate with experience. Applicants should send a covering letter stating interests relative to this position, updated curriculum vitae, transcripts and teaching evaluations or attestations, and arrange to have three references sent directly to: Professor Robert Fink, Chair, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, North York, Ontario M3J 1P3. Deadline for applications is February 15, 1989. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women and men are invited to apply.

UNIVERSITY OF TORONTO. Department of Italian Studies (Erindale Campus). Applications are invited for a tenure-track position at the level of assistant professor in the Department of Italian Studies, Erindale Campus, University of Toronto. Candidates must have a Ph.D. degree in Italian with specialization in the Italian Renaissance and a good knowledge of textual criticism. They must also have proven ability in teaching language at all levels and be aware of new methodologies in this field. Duties will include teaching undergraduate Italian language and literature courses. Salary dependent upon qualifications; minimum salary for Assistant Professor in 1988/89 is $31,500. Candidates should send curriculum vitae, the names and addresses of three referees to Massimo Ciavolella, Chairman, Department of Italian Studies, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Appointment effective July 1, 1989. Closing date for applications: March 31, 1989. In accordance with Canadian Immigration regulations, this advertisement is directed at Canadian citizens and landed immigrants.

JAPANESE

YORK UNIVERSITY. Faculty of Arts. Department of Languages, Literatures and Linguistics. Japanese language. Contractually limited position (one year) in the alternate stream at the rank of Sessional Assistant Lecturer in Japanese, commencing July 1, 1989. Position subject to budgetary approval by the University. Required: M.A. or equivalent; sophisticated native/native-like knowledge of spoken and written Standard Japanese; excellent command of English; demonstrated effectiveness in teaching Japanese language at all university levels; courses in Second Language Acquisition, Applied Linguistics or Teaching Japanese as a Foreign Language are highly desirable. Salary commensurate with experience. Applicants should send a covering letter stating interests relative to this position and an updated curriculum vitae; they should also arrange to have three letters of recommendation, teaching evaluation or attestations and transcripts of graduate studies sent to: Robert Fink, Chair, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, North York, Ontario M3J 1P3. Application deadline: February 15, 1989. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

JOURNALISM

THE UNIVERSITY OF WESTERN ONTARIO. The Graduate School of Journalism is searching for a Television Journalist/Producer with experience or interest in teaching. Graduate degree preferred. Scholarly interest in the role of women in Canadian media would be an asset. Both women and men are encouraged to apply. Deadline for applications - March 1, 1989. Successful candidate would teach in professional broadcast component of graduate program, as well as graduate seminars and possibly undergraduate service courses. Rank, length of contract and salary to be negotiated. Please apply to Acting Dean A.W. MacFarlane. Graduate School of Journalism, The University of Western Ontario, Middlesex College, Room 225, London, Ontario N6A 5B7. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this ad is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is an Equal Opportunity Employer.

LAW

UNIVERSITY OF MANITOBA, Faculty of Law may, subject to budget, make two appointments, one tenure-track and one for a one-year limited term, at the rank of Assistant Professor, with appointment effective July 1, 1989. Required qualifications include graduate work or practice or equivalent experience beyond the first degree in law. Both women and men are encouraged to apply. In accordance with Canadian Immigration, this advertisement is directed to Canadian citizens and permanent residents. Applications should be received no later than January 31, 1989. Applications, including a curriculum vitae and the names of three referees, should be sent to: Dean D.T. Anderson, Faculty of Law, University of Manitoba, Winnipeg, Manitoba R3T 2N2.

UNIVERSITY OF WINDSOR. Faculty of Law - Appointments 1989-90. 1. Assistant, associate or full professor subject to budget approval by the University. 2. Qualifications: (a) Graduate work, and in appropriate cases, practice or equivalent experience beyond first degree, (b) Teaching and research. 3. Salary commensurate with qualifications and experience. 4. Apply: Neil Gold, Dean, Faculty of Law, University of Windsor, Windsor, Ontario N9B 3P4. 5. In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment and female candidates are specially encouraged to apply. It is the intention of the University to fill its vacancies with assistant professors wherever possible. 6. The deadline for applications will be January 31, 1989, or until a suitable applicant is appointed. The Faculty has an innovative program of studies and pursues scholarly interests in Access to Justice, Canada/U.S. Trade and Community Legal Education. The Faculty sponsors the following community projects: Community Legal Aid, Legal Assistance of Windsor, Prepaid Legal Services Program of Canada and the Legal Profession Research Program. The Faculty publishes the Windsor Yearbook of Access to Justice and the Windsor Review of Legal and Social Issues and is home to the Commonwealth Institute for Legal Education and Training.

LEISURE STUDIES

CONCORDIA UNIVERSITY, Leisure Studies. Applications are invited for a tenure track position at the Assistant Professor level beginning August 1, 1989. This position is subject to final budgetary approval. The successful candidate will teach courses and conduct research in the field of Community Recreation. Doctorate required, field and teaching experience are desirable. Salary commensurate with qualifications. Applicants should send curriculum vitae and three letters of reference to Dr. Randy B. Swedburg, Director, Leisure Studies, 7141 Sherbrooke St. West, Montreal, Quebec, H4B 1R6. The closing date for applications is April 1, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LINGUISTICS

UNIVERSITY OF VICTORIA. Department of Linguistics. Applications are invited for the position of sessional lecturer for the period September 1, 1989 - April 30, 1990. Teaching duties specifically involve courses at the undergraduate level in Applied Linguistics and Techniques in Applied Linguistics, as well as teaching courses in introductory Linguistics. Qualifications: completion of Ph.D. programme before September 1989; previous teaching experience preferred. Letters of application accompanied by a curriculum vitae and the names and addresses of three referees should be sent by March 15, 1989 to: Dr. J.F. Kess, Chairman, Department of Linguistics, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2. Canadian Immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply.

MANAGEMENT SCIENCE

McGILL UNIVERSITY. Faculty of Management: Applications are invited for anticipated tenure-stream appointments in the areas of Accounting, Finance, International Business, Marketing, MIS, Policy and Production/Operations Management. Salary and rank will be commensurate with the candidate's qualifications and research record. The Faculty of Management has over 60 full time faculty and offers B Comm, MBA

and Ph.D. degrees. Apply in writing to Prof. Morty Yalovsky, Associate Dean - Academic, Faculty of Management, 1001 Sherbrooke St. West, Montreal, Quebec H3A 1G5. Closing date to receive applications is January 31, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a tenure track position in Management Science. Doctorate in hand or near completion is required. Appointment effective September 1, 1989. An interest in applied survey sampling or experimental design is desirable, but all areas of management science/operations management/statistics will be considered. Tenure track candidates are expected to teach in the B.Comm. and MBA programs and have a strong research orientation. Salary is competitive. Submit curriculum vitae and the names of three references to Dr. Paul Dixon, Chairman, Department of Finance and Management Science, Saint Mary's University, Halifax B3H 3C3.

MATHEMATICS & STATISTICS

UNIVERSITY OF NEW BRUNSWICK. The Department of Mathematics and Statistics at the University of New Brunswick anticipates a tenure track position in Mathematics or Statistics beginning July 1, 1989, subject to budgetary approval. Ph.D. required (or near completion). Duties will include undergraduate teaching, graduate student supervision, and research. Send an up-to-date curriculum vitae and the names of three referees to Dr. R.D. Small, Chairman, Department of Mathematics and Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3. Applications will be received until the position is filled. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and legal residents of Canada.

THE UNIVERSITY OF BRITISH COLUMBIA. The Department of Mathematics at the University of British Columbia expects to have a number of post-doctoral fellowships, sessional lectureships and visiting positions of the Assistant, Associate and Full Professor level for the year starting July 1, 1989, subject to the availability of funds. We also expect a number of summer session teaching positions during the months of May through August, 1989. A Ph.D. or equivalent and university teaching experience and evidence of high potential for research in Mathematics are required. Since some positions will be partially supported by research grants, these positions will be filled by persons having research interests relating to the grant holders. Applications, including C.V. and names of references, should be sent to: Head, Department of Mathematics, The University of British Columbia, Vancouver, B.C., V6T 1Y4. Applications received after February 28, 1989 will be considered only if vacancies remain to be filled. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates. In accordance with Canadian Immigration Requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF ALBERTA. The Department of Statistics and Applied Probability invites applications for a tenure track position at the Assistant Professor level in any area of Statistics and/or Probability. Effective date July 1, 1989. Current salary range $33,144-48,801 (Canadian) per annum. Interested individuals should send curriculum vitae and names of three references to: Dr. K.L. Mehra, Chairman, Department of Statistics and Applied Probability, University of Alberta, Edmonton, Alberta, Canada T6G 2G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications: January 31, 1989. Please quote file number SAPP1 when responding to this advertisement. The University of Alberta is committed to the principle of equity in employment.

UNIVERSITY OF WATERLOO. Statistics and Actuarial Science. Applications are being accepted for a tenure track position in Statistics at the Assistant or Junior Associate Professor level, beginning in July, 1989. Applications are also being accepted for possible limited term, post-doctoral and visiting positions in the Department of Statistics and Actuarial Science. Individuals with an interest in industrial statistics or biostatistics are especially encouraged to apply, since there are large ongoing projects in these areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a curriculum vitae, and arrange for three letters of reference to Professor J.D. Kalbfleisch, Chairman, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Closing date for applications is January 31, 1989. Applications from women candidates are particularly welcome. An Employment Equity Employer.

UNIVERSITY OF WATERLOO. Department of Applied Mathematics. Applications are being accepted for the position of Research Associate in general relativity and cosmology, commencing March 1, 1989, or as soon thereafter as possible. It is expected that the successful applicant will already have an established research record at the postdoctoral level in general relativity, together with a broad knowledge of other areas in applied mathematics. Research duties will involve both independent and interactive investigations in classical general relativity. Subject to the availability of research funds, the appointment will be for one year initially, with the possibility of renewal. The salary will be a minimum of $24,000 per annum, and it may be possible to arrange some undergraduate teaching duties for additional remuneration. Applicants are asked to submit a research proposal and a curriculum vitae, and to arrange for at least three letters of reference to be sent on their behalf. The deadline for applications is February 28, 1989. Applications and letters of reference should be addressed to: The Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Employment Equity Employer.

MEDICINE

UNIVERSITY OF SASKATCHEWAN. Academic Invasive Cardiologist. Full time appointment available in Division of Cardiology, Department of Medicine, University of Saskatchewan. Demonstrated capabilities in teaching, basic or clinical research, special skills and training in invasive cardiology and coronary angioplasty highly desirable. Applicants must have or be fully unrestricted license to practise medicine in Canada. In accordance with Canadian Immigration requirements, priority will be given to citizens and permanent residents of Canada. Forward CV with names of three referees to: Dr. R.M. Bala, Chairman, Department of Medicine, University of Saskatchewan, Saskatoon, Canada S7N 0X0.

UNIVERSITY OF SASKATCHEWAN. Academic Adult Neurologist. Full time appointment available in Division of Neurology, Department of Medicine, University of Saskatchewan. Demonstrated capabilities in teaching and research, with special interest in cerebrovascular diseases is desirable. Applicant must have a fully unrestricted license to practise medicine in Canada. In accordance with Canadian immigration requirements, priority will be given to citizens and permanent residents of Canada. Forward CV with names of three referees to: Dr. R.M. Bala, Chairman, Department of Medicine, University of Saskatchewan, Saskatoon, Canada, S7N 0X0

MICROBIOLOGY

UNIVERSITY OF ALBERTA. Postdoctoral Fellow, Microbiology. Postdoctoral position available immediately for 2 to 3 years to participate in studies on molecular cloning of genes for antibiotic synthesizing enzymes from Streptomyces clavuligerus. Knowledge and experience with molecular genetic techniques and Streptomyces biology preferred. Salary negotiable, depending on experience. Send curriculum vitae with names of three references to: Dr. Susan E. Jensen, Dept. of Microbiology, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. The University of Alberta is committed to the principle of equity in employment.

UNIVERSITY OF ALBERTA. Assistant/Associate Professor. The Department of Medical Microbiology and Infectious Diseases, University of Alberta invites applications for a tenure-track faculty position from individuals with a PhD in microbiology and at least five years of relevant postdoctoral experience and/or independent research in an area of bacterial pathogenesis. The successful candidate is expected to develop a strong extramurally funded research program, supervise MSc and PhD candidates and participate in undergraduate and graduate teaching. Salary and rank will be commensuate with previous experience. Annual salary range for 1988-89: Asst. Prof. $33,144 to $47,280, Assoc. Prof. $41,930 to $59,534. The successful candidate will be eligible to apply for establishment funding support by competitive application from the Alberta Heritage Foundation for Medical Research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The closing date for application is January 31, 1989. Please send applications consisting of detailed curriculum vitae, statement of research program, reprints of the applicant's five most significant publications and the names of three referees to: Dr. David L.J. Tyrrell, Chairman, Department of Medical Microbiology and Infectious Diseases, 1-41 Medical Sciences Building, The University of Alberta, Edmonton, Alberta, T6G 2H7, Canada. The University of Alberta is committed to the principle of equity in employment.

UNIVERSITY OF GUELPH. Department of Microbiology. Research Associate or Postdoctoral Position: To participate in a multidisciplinary project on the genetic enhancement of cellulose digestion by an anaerobic bacterium. Experience in recombinant DNA technology is essential. Send curriculum vitae and names of three references to Dr. C.W. Forsberg, Department of Microbiology, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. Salary: $24,000 per annum. The University of Guelph is committed to Employment Equity. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MODERN LANGUAGES

THE UNIVERSITY OF LETHBRIDGE. Faculty of Arts and Sciences, Department of Modern Languages. 1. Title: Assistant Professor: probationary (tenure-track) appointment, subject to budget approval. 2. Qualifications: Ph.D. in Linguistics, and teaching experience in both Linguistics and French language. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. 3. Responsibilities: The successful candidate will be expected to teach introductory and intermediate courses in Linguistics and French, and to conduct research in areas of expertise. 4. Salary (1988-89): Assistant Professor $32,560 minimum. 5. Applications: Applicants should send a complete dossier and arrange to have three letters of reference forwarded to: Dr. Timothy F. Pope, Chair, Department of Modern Languages, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. 6. Effective Date: 1 July 1989. 7. Closing Date: 1 March 1989.

MUSIC

BRANDON UNIVERSITY. The School of Music invites applications for a one-year position in Clarinet and Instrumental Music Education. Rank: Lecturer or Assistant Professor, depending on qualifications. Qualifications: Doctorate preferred, successful public school teaching experience required. Successful University teaching experience and evidence of research capabilities desirable. Duties: Teach clarinet, undergraduate and graduate courses in instrumental music education; supervising of student teaching in music; other duties according to qualifications. Dates: September 1, 1989 - August 31, 1990. Application: Applicants should submit a curriculum vitae and arrange to have three letters of reference sent to: Dr. Lawrence Jones, Dean, School of Music, Brandon University, Brandon, Manitoba, R7A 6A9, Canada. Closing Date: March 1, 1989. Salary: Floors, April 1, 1989: Lecturer, $24,594; Assistant Professor, $30,934. Appointment: Subject to the availability of resources. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed initially to Canadian citizens and permanent residents.

BRANDON UNIVERSITY. The School of Music invites applications for a full-time position in Elementary Music Education. Rank: Assistant Professor or Lecturer, depending on qualifications. Qualifications. Completed doctorate preferred, successful public school experience required. Successful university teaching experience desirable; evidence of research capability required. Duties: Teach undergraduate and graduate courses in elementary music education and research methods; supervise student teaching in music. May chair a joint Department of Music Education. Other duties according to qualifications. (The successful candidate should show indications or potential for a strong regional and national reputation.) Starting date: September 1, 1989. Application: Applicants should submit a curriculum vitae and arrange to have three letters of reference sent to: Dr. Lawience Jones, Dean, School of Music, Brandon University, Brandon, Manitoba, R7A 6A9, Canada. Closing date: March 1, 1989. Salary: Commensurate with experience and qualifications. Assistant Professor floor, April 1, 1989: $24,594; Lecturer floor: $24,594. Appointment: Term or tenure-track, depending on qualifications. Subject to the availability of resources. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed initially to Canadian citizens and permanent residents.

UNIVERSITE D'OTTAWA. Département de Musique. Le Département de Musique est à la recherche d'un professeur de théorie (écriture) pour combler un poste à temps complet à compter du 1 juillet 1989. Le poste est offert au rang de professeur adjoint. La personne choisie devrait détenir un doctorat en théorie. Les candidates et les candidats devraient être actifs dans l'enseignement et la recherche. Le bilinguisme (anglais/français) est exigé. L'enseignement se fera principalement en français aux niveaux de premier cycle et de la maîtrise. Conformément aux exigences relatives de l'immigration du Canada, cette annonce s'adresse aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents. L'Université a une politique d'équité en matière d'emploi. La date limite est le 1er mars 1989. Prière de faire parvenir son curriculum vitae et les noms et adresses de trois répondants ou répondantes à: Prof. Cynthia Floyd, Directeur, Département de Musique, Université d'Ottawa, 50 Université, Ottawa (Ontario) K1N 6N5.

UNIVERSITY OF OTTAWA. Department of Music. Applications are invited for a full-time tenure-track position in music theory at the assistant professor level, available July 1, 1989. Candidates should hold a doctorate in Music Theory. Applicants must have a strong commitment to both teaching and research. Bilingualism (French/English) is required. Teaching will be primarily in French and at the undergraduate and master's levels. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Employment equity is University policy. Letters of application, curriculum vitae and the names and addresses of three referees should be forwarded, prior to March 1, 1989, to: Prof. Cynthia Floyd, Chairman, Department of Music, University of Ottawa, 50 University Priv., Ottawa, Ontario K1N 6N5.

NATIVE STUDIES

UNIVERSITY OF MANITOBA. The Department of Native Studies invites applications for a full-time sessional appointment at the rank of Lecturer, September 1, 1989 - May 31, 1990, subject to final budgetary approval. The successful applicant will teach three full courses in Native Studies at the undergraduate level. Teaching experience at university level and completed graduate degree (or equivalent) in a relevant field are required. Salary in the range $22,200 - $24,000 for the nine month appointment. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Curriculum vitae and the names of three referees should be sent, before February 28, 1989, to: Dr. Richard A. Lobdell, Acting Head, Department of Native Studies, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF LETHBRIDGE. Faculty of Arts and Science. Department of Native American Studies. 1. Title: Assistant Professor: probationary (tenure-track) appointment, subject to budgetary approval. 2. Qualifications: Ph.D. preferred. Strong teaching and research background in Native Studies. Candidates with a background in Native history, Native politics and government relations will be given preference although candidates with disciplinary backgrounds suitable to the overall growth of the Department will be considered. Fluency in a Native language is an asset. In accordance with Canadian immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Both women and men candidates, and Natives, are encouraged to apply. 3. Responsibilities: Teaching and research. 4. Salary (1988-89): Assistant Professor $32,560 minimum. 5 Applications: Applications should include a curriculum vitae, transcripts, teaching evaluations, samples of published work, and the names of three referees should be sent to: Professor Leroy Little Bear, Chairman, Department of Native American Studies, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. 6. Effective Date: 1 July 1989. 7. Closing Date: 28 February 1989.

TRENT UNIVERSITY. Applications are invited for a one-year limited term appointment at the Assistant professor level in the Department of Native Studies, commencing 1 July, 1989. Duties will include teaching in some of the areas of history of Native peoples in Canada, politics, oral history methods and metis and non-status issues, as well as community-based research, social science research methods and social service. The successful candidate will assist also with the introductory course and participate in programme and community based research. PhD or equivalent preferred. Candidates should have teaching experience, knowledge of Native cultures and direct experience working with Native people. Applications including curriculum vitae and names of three referees should be sent to Professor D.N. McCaskill, Chair, Department of Native Studies, Trent University, Peterborough, Ontario K9J 7B8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date. 28 February, 1989.

TRENT UNIVERSITY. Applications are invited for a one-year limited term appointment at the Assistant Professor level in the Native Studies Department and the Native Management and Economic Development Program. The position will commence 1 July, 1989. Teaching areas may include: economic development in Native communities, community development, social survey research methods, program planning and evaluation, education, urbanization, and social services, as well as participating in programme development community based research. Some off-campus teaching may be required. Candidates should have teaching experience, knowledge of Native cultures and direct experience working with Native people. Applications including curriculum vitae and names of three referees should be sent to Professor D.N. McCaskill, Chair, Department of Native Studies, Trent University, Peterborough, Ontario K9J 7B8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date: 28 February, 1989.

NURSING

UNIVERSITY OF NEW BRUNSWICK. SAINT JOHN CAMPUS. Nursing. The Division of Sciences at the Saint John Campus of the University of New Brunswick invites applications for a tenure stream appointment in Nursing at the Assistant Professor level effective July 1, 1989, subject to final budgetary approval. The program is a Post RN baccalaureate program available to part-time and full-time students. The successful applicant will do classroom and clinical teaching, pursue scholarly activities, and assist with curriculum revisions and student advising. Candidates should have a Master's degree in nursing, clinical expertise in medical - surgical nursing and previous teaching experience (preferably with adult learners). Applications, including curriculum vitae and the names of three referees will be accepted until March 1, 1989 and should be addressed to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. This position is subject to budgetary approval and, in accordance with Canadian Immigration requirements, is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. College of Nursing. Applications are invited for Nursing Faculty positions to teach in the Basic and Post-diploma baccalaureate programs and in the Masters program. Subject to funding, positions may be available in a wide variety of clinical areas. Qualifications: A doctoral degree with masters preparation in Nursing and recent clinical experience preferred, or, Masters degree in Nursing and recent clinical experience required. Eligibility for registration with the Saskatchewan Registered Nurses' Association required. Salary and rank commensurate with qualifications and professional achievement. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Letters of application, resumés and names of referees to be sent to: Dean, College of Nursing, A102 Health Sciences Building, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0; Phone: (306) 966-6221.

UNIVERSITY OF NEW BRUNSWICK. Faculty of Nursing. Applications are invited from Doctoral and Master's candidates for positions in Psychiatric/Mental Health, Medical-Surgical, Maternal Child Health, and Community Health. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Send letters of application, curriculum vitae, and names, addresses and phone numbers of 3 references to: Prof. P.K. Ericson, Acting Dean, Faculty of Nursing, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3.

OCCUPATIONAL THERAPY

THE UNIVERSITY OF WESTERN ONTARIO. Occupational Therapy. Applications are invited from applicants holding a Ph.D. with an undergraduate degree in Occupational Therapy and recent experience in occupational therapy. This position is a tenure stream appointment with teaching, research and service commitments in the Department of Occupational Therapy. Demonstration of research scholarship is mandatory and a defined area of research expertise must be relevant to the field of occupational therapy. The position is available as soon as a suitable applicant is found. Salary will be commensurate with rank and experience in accordance with The University of Western Ontario policies and is subject to budgetary approval. Applications including curriculum vitae and the names of three referees may be sent to: Dr. Joyce R. MacKinnon, Chairperson, Department of Occupational Therapy, Health Sciences Centre, The University of Western Ontario, London, Ontario N6A 5C1. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this ad is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is an Equal Opportunity Employer.

ORGANIZATIONAL BEHAVIOUR

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Social Science. Applications are invited for a limited term appointment. Starting date July 1, 1989. A PhD and a demonstrated commitment to research are required. Salary, rank and length of appointment will depend on qualifications and experience. Successful experience in teaching undergraduate organizational behaviour courses is highly desirable. Preference will be given to candidates with expertise in one or more of human resource management, macro organizational behaviour, management of change, organizational theory, technology and change. The position offers an opportunity for teaching and research within an inter-disciplinary administrative studies framework. Applications (with Curriculum Vitae and the names and addresses of three referees) should be sent to Professor I.P. Suttie, Director, Centre for Administrative and Information Studies, Faculty of Social Science, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this ad is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is an Equal Opportunity Employer.

PATHOLOGY

UNIVERSITY OF ALBERTA. Academic Pathologist. Applications are invited for a faculty position at the Assistant or Associate Professor level in the Department of Pathology, Faculty of Medicine, at the University of Alberta in Edmonton, Alberta, Canada with joint appointment at the University of Alberta Hospitals. Opportunities are available for qualified individuals with service and/or research orientation with interests in cardiovascular, pulmonary, renal, or tumor pathology. Experience in electron microscopy and cytopathology is desirable. Competitive salaries commensurate with clinical and research qualifications (approximately $95,000-$115,000/annum, including hospital component). Canadian Royal College certification or American Board or eligibility to write exams required. Pleasant river valley urban location in a city of 650,000 people, close to the beautiful Canadian Rockies. Many research opportunities afforded by the availability of Alberta Heritage Foundation for Medical Research. Closing date for applications: March 15, 1989. Applications including curriculum vitae, bibliography, and the names of three references should be sent to: Kim Solez, M.D., Professor and Chairman, Department of Pathology, Faculty of Medicine, University of Alberta, Edmonton, Alberta, Canada, T6G 2R7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Alberta is committed to the principle of equity in employment.

PHARMACOLOGY & THERAPEUTICS

UNIVERSITY OF MANITOBA. Applications are invited for the position of Head of the Department of Pharmacology and Therapeutics at the Faculty of Medicine, University of Manitoba for a five-year term commencing July 1, 1989, or as soon thereafter as possible. The appointment comes with a tenure track position. Candidates should have an M.D. and/or Ph.D. degree and a substantial record and academic achievement in pharmacology or related disciplines and extensive experience in teaching and research, as well as proven administrative experience. The Department is responsible for programs of education at the undergraduate and graduate levels. Rank and salary commensurate with qualifications and experience. Both men and women are encouraged to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications and nominations should be accompanied by a curriculum vitae and submitted not later than February 17, 1989 or until the position is filled to: Dr. N.R. Anthonisen, Dean, Chair, Pharmacology and Therapeutics Search Committee, Faculty of Medicine, University of Manitoba, 753 McDermot Avenue, Winnipeg, Manitoba, Canada R3E 0W3.

PHARMACY

UNIVERSITY OF MANITOBA. Faculty of Pharmacy. Faculty Position in Pharmaceutics. Applications are invited for a full-time, tenure track position in Pharmaceutics, at the rank of Assistant or Associate Professor. The position requires a Ph.D. in the area of Pharmaceutics or Physical Pharmacy, and an interest in Manufacturing Technology would be helpful but not essential. A background in Pharmacy is preferred. Candidates must have a successful record in attracting external research funds, or have the potential to do so. The duties will include teaching undergraduate and graduate courses, and research in the area of the applicant's interest provided this fits the priorities and needs of the Faculty. There is potential for research collaboration both inside and outside the Faculty. The position is available for July 1st, 1989. Salary and rank will depend upon the qualifications and experience of the successful candidate. Both women and men are encouraged to apply. In accordance with Canada Immigration, priority will be given to Canadian citizens and permanent residents. Applicants should send details of teaching and research interests, curriculum vitae, and names of three referees to: Dr. John W. Steele, Dean, Faculty of Pharmacy, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

PHILOSOPHY

UNIVERSITY OF ALBERTA. Temporary (eight-month leave replacement) positions in Philosophy. The University of Alberta, Department of Philosophy has openings for approximately three eight-month leave replacement appointments from September 1, 1989 to April 30, 1990. Salaries for appointees who have completed the Ph.D. by the appointment date will be approximately $20,000. Salaries for those without the Ph.D. will be at a slightly lower rate. Applicants should be competent to teach introductory philosophy and introductory formal and informal logic. Other areas in which qualified instructors may be required are: aesthetics, philosophy of

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mind, philosophy of language and continental philosophy. Applications, which should include three letters of reference, should be sent to Professor Peter A. Schouls, Acting Chairman, Department of Philosophy, University of Alberta, Edmonton, Alberta T6G 2E5 by February 15, 1989. The University of Alberta is committed to the principle of equity in employment, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF MANITOBA. The Department of Philosophy invites applications for two appointments, one tenure track, the other, term, at the rank of Assistant Professor, beginning July 1, 1989, subject to budgetary approval. Ph.D., publications and teaching experience strongly preferred. Salary competitive. Both men and women are encouraged to apply; the department is particularly concerned to attract qualified women. The main areas of specialization are: business ethics (to which the department has service commitments); 20th century European (with AOC in Kant); and philosophy of language (with AOC in logic). Applicants competent in any area of analytic philosophy will be considered. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline: 31 January 1989. Send letters of reference, curriculum vitae and transcripts to: John A. Bailey, Head, Department of Philosophy, 455 University College, University of Manitoba, 500 Dysart Road, Winnipeg, Manitoba, R3T 2M8.

UNIVERSITY OF VICTORIA. Appointment in Philosophy. The Department of Philosophy at the University of Victoria invites applications for an eight-month sessional appointment at the junior level to begin 1 September 1989, subject to budgetary approval. Courses to be taught are: a full year introduction to Philosophy, and single term courses on Philosophy of Religion, Philosophy of the Environment, and Philosophy and Technology. Preference will be given to applicants with a Ph.D and teaching experience. Canadian immigration regulations now require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria offers equal employment opportunities to qualified male and female applicants. Women are particularly encouraged to apply. Applications, supported by c v , should be sent to: Dr. John M. Mahelsen, Chairman, Department of Philosophy, University of Victoria, P.O Box 1700, Victoria, B.C. V8W 2Y2; Fax: (604) 721-8653. Arrangement should be made for three letters of reference to be sent directly to the department. Submission deadline (including letters of reference): 15 February, 1989

YORK UNIVERSITY. Faculty of Arts. Department of Philosophy. Assistant Professor, probationary tenure-stream. Qualifications: PhD or equivalent in Philosophy, teaching experience and publications. Main area of specialization: Ancient philosophy but must have interest and demonstrated expertise in other areas of Philosophy as well. Duties may include teaching in both graduate and undergraduate programmes. Appointment effective July 1, 1989, pending University approval. Applications, including curriculum vitae and at least three letters from academic references should be sent to: Chair, Department of Philosophy, York University, North York, Ontario M3J 1P3 Application deadline January 31, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women and men are invited to apply.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Philosophy. Two limited term positions at the rank of assistant professor. One or two year terms. Ph.D. in Philosophy, preferably with teaching experience and evidence of active research and publication. Area of specialization open, although an ability to teach in one or more of the following areas is desirable: ethics, social and political philosophy, philosophy of law, logic, continental philosophy, history of modern philosophy. Appointment effective July 1, 1989. Competitive salary. Applications with curriculum vitae and at least three references should be sent to: R.E. Butts, Chair, Department of Philosophy, Talbot College, University of Western Ontario, London, Ontario, Canada N6A 3K7 preferably before February 28, 1989. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this ad is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is an Equal Opportunity Employer.

PHYSICAL EDUCATION

UNIVERSITY OF SASKATCHEWAN. Physical Education. 1. Assistant Professor, tenure-track position. 2. Ph.D. or near completion is required. 3. Successful candidate will be expected to provide leadership in the revision of the current Leisure Studies study route to a Leisure and Sport Management route; teaching at the undergraduate and graduate level in the Leisure and Sport Management route. 4. 1986-87 Salary Scale: $30,711 to $39,567. 5. Submit a brief statement defining research interests and teaching capabilities along with curriculum vitae and the names of three academic referees to Dr. R.L. Mirwald, Dean, College of Physical Education, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. 6. Appointment effective July 1, 1989. 7. Closing date for receipt of application is February 28, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY. The Department of Physical Education invites applications for the following two positions, #1, History and Philosophy of Movement Education and; #2, Motor Development; effective July 1, 1989 (appointments subject to budgetary approval) Both positions will include undergraduate teaching in the specific area, and involvement in courses concerned with creative and/or folk dance, educational gymnastics, and developmental games Applicants must have a Ph.D. (or near completion) and be committed to teaching and research. Preference will be given to candidates who complement areas of specialization within the department. Salary and rank commensurate with qualifications and experience Closing date for applications - March 1, 1989 Applicants should submit a letter of application, a statement of research interests, a curriculum vitae, and the e confidential letters of reference to Dr. Lorne J. Adams, Chairman, Department of Physical Education, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Employment Equity Employer.

PHYSICS & MATHEMATICS

NIPISSING UNIVERSITY COLLEGE. Applications are invited for a ten-month sabbatical replacement appointment at the Assistant Professor level for the Academic year 1989-90, pending Board approval. Appointment effective August 1, 1989. A Ph.D. is preferred Teaching areas are: introductory calculus (4 hours) and introductory physics (5 hours) Closing Date: March 1, 1989 Base Salary: $36,000 plus experience increments and subject to adjustment Send curriculum vitae and arrange to have three letters of reference sent to Dr. R. Brozowski, Dean of Arts, at Nipissing University College, 100 College Drive, P.O. Box 5002, North Bay, Ontario, P1B 8L7 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHYSIOLOGY

UNIVERSITY OF ALBERTA. Faculty of Medicine, Department of Physiology. Assistant Professor (Research Scholar) $32,564 - $46,700. Applications are invited for the position of Assistant Professor (Research Scholar) in the area of Renal Physiology Qualifications include a Ph.D or M.D. degree and a demonstrated outstanding ability for independent research. The successful candidate will participate in the department's teaching program (both graduate and undergraduate) and other academic activities. The position will depend upon funding through an external agency such as The Alberta Heritage Foundation for Medical Research, and the effective date of employment is dependent upon the success of the aplication. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should submit their Curriculum Vitae, an outline of proposed research, and the names of three referees by January 31, 1989, to: Dr. P.K.T. Pang, Professor & Chairman, Department of Physiology, University of Alberta, Edmonton, Alberta, T6G 2H7. The University of Alberta is committed to the principle of equity in employment.

McGILL UNIVERSITY. Postdoctoral Fellow or Research Associate with experience in electrophysiology, to study ion channel regulation in cultured epithelial cells using microelectrode and patch clamp techniques. Salary minimum $25,000 plus benefits depending on experience. Full time appointment tenable for three years. Send CV and names of two references to Dr. J. Hanrahan, Dept. of Physiology, McGill University, 3655 Drummond St., Montreal, Quebec, H3G 1Y6 In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Department of Physiology. Applications are invited for a four year term appointment in the Department of Physiology, College of Medicine at the University of Saskatchewan, Saskatoon, Saskatchewan, Canada. Applicants must have a Ph D , D.D.S., D.V.M., or M.D. and post-doctoral training. The area of preference for this job application is neurophysiology but all other areas of physiology (cellular, cardiovascular, respiratory, muscle, renal, blood, endocrinology) will definitely be considered. The successful applicant will be required to assume a regular teaching responsibility in the Departmental programs which include both medical and health science students. Moreover, research development will be encouraged independently, or collaboratively within one of the established units of the department. Appointment will be made at the lecturer or assistant professor level This position is available July 1, 1989 In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Address inquiries to: Jim Thornhill, Professor and Head, Department of Physiology, College of Medicine, University of saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0.

POLITICAL SCIENCE

SIMON FRASER UNIVERSITY. Department of Political Science. Simon Fraser University invites applications for a two-year limited term appointment in Political Science. The position will involve teaching responsibilities in at least two of the disciplinary subfields of Political Theory, Canadian Government and Politics, Comparative Government and Politics, International Relations, and Public Policy/Administration. Candidates should have a completed Ph.D. and teaching experience. The position will commence September 1, 1989 Deadline for receipt of applications is February 15, 1989. Please send curriculum vitae and the name of three referees to: Dr Patrick J. Smith, Chair, Department of Political Science, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6 (Tel: (604) 291-3838). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University offers equal employment opportunities to qualified applicants.

ATHABASCA UNIVERSITY is recruiting to a tenure track appointment at the assistant professor level. In addition to contributing to the curriculum planning for a major in political economy, the incumbent will be responsible for developing and delivering a number of courses, as well as for pursuing an active research program. Candidates should possess a Ph.D.. The area of specialization is open. Athabasca University is an open university located 150 kilometers north of Edmonton. Closing date for applications is February 28, 1989. In accordance with Canadian Immigration Department regulations, this advertisement is directed to Canadian citizens and permanent residents Please submit curriculum vitae and a sample of your written work to: Director of Human Resources, Athabasca University, Box 10,000, Athabasca, Alberta T0G 2R0.

THE UNIVERSITY OF CALGARY Department of Political Science invites applications for two full-time sessional positions from September 1, 1988 to April 30, 1990. Teaching fields include Canadian politics and international relations. Remuneration is $23,075, inclusive of benefits. Some travel assistance is available. The Department will also be offering a one-year visiting appointment from July 1, 1989 to June 30, 1990. Teaching responsibilities and fields are open to negotiation, although strength in Canadian politics would be an asset. Rank and salary are also open, to a ceiling of $40,000 inclusive of benefits. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Interested persons should send a curriculum vitae, transcripts and three letters of recommendation prior to March 1, 1989 to Dr. Roger Gibbins, Head, Department of Political Science, the University of Calgary, 2500 University Drive N.W., Calgary, AB, T2N 1N4.

CARLETON UNIVERSITY. Department of Political Science. Subject to budgetary consideration, the Department of Political Science invites applications for a tenure-track appointment in International Relations. The Department has a particular interest in I.R. theory, Canadian foreign policy and the foreign policy of Latin American countries. The appointment starts with the 1989-90 academic year at the assistant professor level. Applicants should have a completed Ph.D. and a commitment to effective teaching and scholarly research. Open to both men and women. In accordance with Canadian immigration requirements, preference will be given to a Canadian citizen or permanent resident. Applications, including a curriculum vitae and names of at least three referees should be made by February 15, 1989 to: Professor Teresa Rakowska-Harmstone, Chair, Department of Political Science, Carleton University, Ottawa, Ontario, K1S 5B6.

WILFRID LAURIER UNIVERSITY. Department of Political Science. Applications are invited for a continuing appointment at the lecturer or assistant professor rank, commensurate with academic qualifications, research record and teaching experience. Primary areas of teaching and research are political parties and elections and/or Canadian-American studies. The Department has both undergraduate and graduate programs. Preference will be given to candidates with a completed Ph.D. Applications, including a curriculum vitae and the names of three referees, should be sent by January 31, 1989, to Dr. Steven Brown, Chairmen, Department of Political Science, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Note also that Wilfrid Laurier University is implementing steps to become a smoke-free environment.

McGILL UNIVERSITY. Department of Political Science. McGill University invites applications for a tenure track position in Quebec Politics. The appointment will begin on September 1, 1989 and is at the Assistant or Associate Professor level, with the possibility of a higher rank not precluded. Candidates must have a Ph.D., a strong research record, and a good command of French. Salary is commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents (landed immigrants) of Canada. Closing date for receipt of applications is February 15, 1989. Applications, including a curriculum vitae, university transcripts and three letters of reference, should be sent to: Professor Paul Noble, Chairman, Department of Political Science, McGill University, 855 Sherbrooke St W., Montreal, Quebec, H3A 2T7.

McGILL UNIVERSITY. Department of Political Science: Academic Position(s). McGill University invites applications for one or two tenure track positions in Political Science. The appointment(s) is(are) subject to budgetary authorization and will be at the Assistant Professor level, with the possibility of a higher rank not precluded. The appointment(s) which will commence September 1, 1989, will be selected among the following fields: COMPARATIVE POLITICS - Preferred subfields include Southeast Asian politics or Japanese politics. Applicants in all subfields of the politics of developing areas will be considered seriously, however. Applications which were submitted to the Latin American politics competition in the autumn of 1988 will automatically be considered. CANADIAN GOVERNMENT AND POLITICS Applications in all areas will be considered. INTERNATIONAL RELATIONS - The preferred subfields are international security studies, international political economy or foreign policy analysis (including Canada). Applications which were submitted to the International Relations competition in the autumn of 1988 will automatically be considered. Candidates must have a Ph.D. and a strong research record Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. Closing date for receipt of applications is February 15, 1989. Applications, including a curriculum vitae, university transcripts, three letters of reference and any other relevant material should be sent to: Professor Paul Noble, Chairman, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec, H3A 2T7.

UNIVERSITY OF WINNIPEG. Department of Political Science. Subject to budgetary approval, the Department of Political Science intends to make one tenure-track appointment in some combination of political science methodology, political philosophy, and comparative government (industrialized nations). Ph D. with teaching experience and publications desirable Appointment effective Sept. 1, 1989, or thereabouts, at Assistant Professor level. Salary commensurate with experience and qualifications, salary floor, $29,109 Letters of application, with a current curriculum vitae and the names of three referees should be sent to Dr. H A. Khan, Chairman, Department of Political Science, University of Winnipeg, 515 Portage Ave., Winnipeg, Manitoba R3B 2E9. Applications will be accepted until Feb. 28, 1989 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested persons should send a curriculum vitae, transcripts and three letters of recommendation prior to March 1, 1989 to Dr. Roger Gibbins, Head, Department of Political Science, the University of Calgary, 2500 University Drive N.W., Calgary, AB, T2N 1N4.

TRENT UNIVERSITY. Political Studies Department. Applications are invited for two limited term appointments, beginning 1 July, 1989. The first is a one or two year appointment The second is a one-year appointment subject to budgetary approval. Candidates for these positions should have a Ph.D. or be near to completion and have competence in at least two of the following areas: American Politics, International Relations, Ontario Politics, Comparative Politics (Third World). The closing date for the receipt of applications is February 1989. Applications, including curriculum vitae and the names of three referees, should be sent to: Professor Robert Campbell, Chair, Department of Political Studies, Trent University, Peterborough, Ontario K9J 7B8. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

POLITICS

BROCK UNIVERSITY. The Department of Politics, Brock University, invites applications for a tenure-track appointment in comparative politics, preferably with a specialization in East Asian or Latin American politics, at the rank of assistant professor. Candidates should have completed a Ph.D Applicants should send a current curriculum vitae, and should arrange to have three letters of recommendation sent, to the Chair, Recruitment Committee, Department of Politics, Brock University, St. Catharines, Ontario L2S 3A1. The closing date for receipt of applications is February 15, 1989 The appointment will be effective July 1, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer.

PSYCHIATRY

UNIVERSITY OF SASKATCHEWAN. Rehabilitation Psychiatrist Required. A Psychiatrist with a sub-specialty interest in Rehabilitation Psychiatry is required in the Department of Psychiatry, University of Saskatchewan, Saskatoon, Saskatchewan. This position will be a full-time appointment in the Department of Psychetry in an appropriate rank and with benefits commensurate with the position. The incumbent will practise in the 607 bed University Hospital which has a 44 bed Psychiatric Inpatient Unit, an active Psychosocial Rehabilitation Programme with well-developed life skills training programmes, a 25 placement Day Programme and a 10 member Community Nurse complement. The successful candidate will be responsible for the development of clinical, educational and research programmes in Rehabilitation Psychiatry for the Department. Clinical involvement will include a major focus on the treatment and rehabilitation of individuals with long-standing or recurrent psychiatric disorders with significant disabilities Administrative aspects will include medical leadership for the Rehabilitation Programme in the Department and the maintenance and development of new community programmes, with particular emphasis on life skills, community nurse management and vocational rehabilitation. The educational responsibilities will be to undergraduate medical, postgraduate Family Medicine and Psychiatry trainees, in particular to the field of Psychiatric Rehabilitation. There will be opportunity for and encouragement in scholarship and research ventures. Presently there are well established research activities in the Departments of Neurosciences Research Unit, Applied Research Programme, Psychiatric Pharmacoepidemiology Programme and links with the College of Pharmacy's Neuropsychiatric Drug Assessment Unit. Clinical and epidemiological research is encouraged, particularly using linked Saskatchewan Health data files through the Pharmacoepidemiology programme. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Salary range will be commensurate with qualifications and experience. Please address enquiries to. D.L. Keegan, M.D., F.R.C.P (C), Professor and Head, Department of Psychiatry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0X0: (306) 966-8223

PSYCHOLOGY

ACADIA UNIVERSITY. Developmental and Cognitive Psychology (Tenure-track positions). The Department of Psychology of Acadia University invites applications for two tenure-track positions on the Assistant Professor level. Both positions involve a commitment to undergraduate teaching and to supervising student research on the undergraduate and Masters level, as well as potential for developing a solid research programme. One position requires experience and training in developmental psychology, the other position is a general experimental position with a focus on cognitive psychology Applications, including a curriculum vitae and names of three referees, should be sent to: Dr. Michael P Letter, Head, Psychology Department, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Deadline for applications is February 28, 1989 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of the Province. Acadia University is an Equal Opportunity Employer.

LAKEHEAD UNIVERSITY, Department of Psychology invites applications for a tenure-track position to begin July 1, 1989. We are looking for a candidate in Cognitive (e.g. Neurosciences, Human Learning, Information Processing, etc.) and in Clinical-Experimental Psychology The successful applicant will be expected to teach at both the graduate and undergraduate levels and be actively engaged in research. Send a letter of application, a curriculum vitae, and three letters of reference to: Dr. J.H.M. Whitfield, Dean of Arts and Science, Lakehead University, Thunder Bay, Ontario, P7B 5E1 In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada Equal Opportunity Employer.

WILFRID LAURIER UNIVERSITY. Department of Psychology. Faculty Position in Cognition. Applications are invited for a continuing appointment in the area of cognition. It is expected that the appointment will be at the assistant or associate level. The successful candidate would be expected to contribute to the General-Experimental M.A. program, in addition to maintaining an active and productive research program. The University also emphasizes strong undergraduate teaching skills. The candidate would be expected to teach undergraduate courses in the area of expertise The ability to teach courses in Research Methods and Statistics, Sensation and Perception, Developmental, or

other content areas would also be considered an asset. The position is available July 1, 1989, but is open until a suitable appointment is made. Applicants should send a curriculum vitae, copies of publications, and names and addresses of three referees to Dr. B. Hunsberger, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates are informed that Wilfrid Laurier University has established a smoke-free environment.

UNIVERSITY OF WESTERN ONTARIO. The Department of Psychology, University of Western Ontario, invites applications for a potentially tenure track position at the Assistant Professor level in the field of Educational Psychology. The successful candidate will have strong doctoral-level academic training, plus demonstrated ability in research and teaching. Applicants from any subfield of Educational Psychology will be considered, but preference will be given to individuals with strengths in educational applications of cognitive psychology and/or educational assessment. The initial appointment will be for a 3-year limited term period, with the possibility of subsequent conversion to probationary status. The scheduled starting date, subject to budgetary approval, is July 1, 1989. Letters of application, including a curriculum vita, copies of recent publications, and three letter of recommendation, should be sent to Dr. G. Moran, Chair, Department of Psychology, University of Western Ontario, London, Ontario, Canada N6A 5C2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. Applications from women scholars are especially invited. An equal opportunity employer.

UNIVERSITY OF ST. JEROME'S COLLEGE. Psychology. Applications are invited for a tenure track appointment at the Assistant Professor level. Applications from women candidates are particularly welcome. Candidates must have a Ph.D. in Psychology with specialization in the clinical/developmental area, and have received academic training in sexuality and/or marriage and the family. Applicants will be expected to teach undergraduate courses in Psychology and in a newly established Studies in Sexuality, Marriage and the Family Program. They must also be willing to initiate research in sexuality and/or marriage and the family. The starting salary for the position is $32,900 (the current salary floor for Assistant Professors) but is negotiable according to experience. The appointment commences on July 1, 1989. Applications containing a Curriculum Vitae and the names and addresses of three referees/persons should be mailed to: Dr. Peter J. Naus, Director, Sexuality, Marriage and the Family Program, University of St. Jerome's College, Waterloo, Ontario, N2L 3G3. Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY, Department of Psychology. Applications are invited for a senior faculty position in Cognition/Perception beginning on July 1 or September 1, 1989, pending budgetary approval. Applicants should have at least three years' experience as Assistant Professor, and the position may be filled at the level of Associate or Full Professor. Applicants should have an active, on-going research program in human experimental psychology, specializing in areas such as aspects of cognitive psychology, sensation and perception, sensory deficits, or human factors. The Department has 39 tenure-track faculty positions and offers M.A. degrees in General Experimental and Applied Psychology, as well as the Ph.D. in Psychology. The training program, in clinical psychology is fully accredited by CPA and APA. Among the department's many active research programs are two major research centres: the Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology. Applications will be considered starting January 1, 1989, but applications will be accepted until the position is filled. Send a letter of application, a curriculum vitae, representative publications, and three letters of reference to: Charles W. White, Chairperson, Department of Psychology, Concordia University, Montreal, Quebec, Canada, H3G 1M8 (In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.)

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. A Lecturership in Social Psychology - Department of Psychology. Social psychology is taught at all levels in the department's undergraduate programme and is also represented in the postgraduate programme in the Honours and Masters degrees. Applicants should have a doctorate in Psychology, some teaching experience, expertise in research methodology, and a proven research record. Current and planned research interests should be specified. The successful applicant will be expected to collaborate with professorial staff in teaching within both the undergraduate and postgraduate programmes, and to stimulate research in relation to projects among third-year undergraduates and to theses among postgraduates. It is hoped that the successful candidate will take up the position during 1989. Commencing salary will be established within the range $NZ35,000 to $NZ42,500 per annum. Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auckland, Private Bag, Auckland. Applications should be forwarded as soon as possible but not later than the closing date 15 April 1989. The University of Auckland An Equal Employment Opportunity Employer.

UNIVERSITY OF WINDSOR. Clinical Psychologist. The Department of Psychology at the University of Windsor has two tenure track positions available in Clinical Psychology, beginning July, 1989. All applicants must have a Ph.D. in Clinical Psychology, have a strong research record, and be eligible for registration in Ontario. One position is for a CHILD CLINICAL PSYCHOLOGIST. A specialization in pediatric psychology is preferred, but other specialties will be considered. The second position is for a CLINICAL PSYCHOLOGIST specializing in adults, the ability to teach and supervise psychotherapy is required for this position. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment; female candidates are especially encouraged to apply. It is the intention of the University to fill its vacancies with assistant professors whenever possible. Each applicant should send curriculum vitae and the names of three referees to Dr. Robert Orr, Head, Department of Psychology, University of Windsor, Windsor, Ontario N9B 3P4.

UNIVERSITY OF WATERLOO. Department of Psychology. Applications are invited for anticipated openings in Clinical Psychology and in Cognitive Psychology. Preference is for an appointment at the level of assistant professor, but all applications are welcome. A Ph.D. in psychology is required. For the clinical position expertise in child clinical, health psychology or psychotherapy research will be an asset. For the cognition position applications in any area of cognition or perception will be considered. Responsibilities will include teaching at both the graduate and undergraduate levels, development of a sustained research program, supervision of student research, and collegial participation in departmental activities. For the clinical position responsibilities will also include practicum supervision. The salary is competitive. Applicants should submit a cover letter, vita and samples of scholarly work, and should arrange to have at least three letters of recommendation sent directly to Dr. T. Gary Waller, Chair, Department of Psychology, University of Waterloo, Waterloo, Ontario, N2L 3G1. The appointment is subject to budgetary approval and can begin in either 1989 or 1990. Consideration of application materials will begin on January 15, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Employment Equity Employer.

UNIVERSITY OF WATERLOO. Department of Psychology. Applications are invited for an anticipated opening in Industrial/Organizational psychology. Preference is for an appointment at the level of assistant professor, but all applications are welcome. Expertise in quantitative methods and/or organizational behavior will be an asset. A Ph.D. in psychology is required. Responsibilities will include teaching at both the graduate and undergraduate levels, development of a sustained research program, supervision of student research, and collegial participation in department activities. The salary is competitive. Applicants should submit a cover letter, vita and samples of scholarly work, and should arrange to have at least three letters of recommendation sent directly to Dr. T. Gary Waller, Chair, Department of Psychology, University of Waterloo, Waterloo, Ontario, N2L 3G1. The appointment is subject to budgetary approval and can begin either July 1 or September 1, 1989. Consideration of application materials will begin on January 15, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Employment Equity Employer.

CARLETON UNIVERSITY. Faculty of Social Sciences. Subject to budgetary considerations, the Department of Psychology at Carleton University expects to make a tenure-track appointment effective July 1, 1989 at the senior associate level in applied child psychology. A Ph.D in psychology is a requirement together with a substantial record of publication and of external grant funding. The successful candidate will be able to provide leadership at the graduate level as well as links to the health professions in Ottawa. This appointment is open to qualified women and men. Candidates should send a curriculum vitae together with other relevant material to: Dr. Bill Jones, Chair, Department of Psychology, Carleton University, Ottawa, Ontario, K1S 5B6, by no later than February 28, 1989. As well, candidates should have three referees write directly to Dr. Jones. In accordance with Canadian Immigration Requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF WESTERN ONTARIO, Department of Psychology invites applications for three appointments each at the Assistant Professor level. (1) EDUCATIONAL PSYCHOLOGY. Applicants from any subfield of Educational Psychology will be considered, but preference will be given to individuals with strengths in educational applications of cognitive psychology and/or educational assessment. The successful candidate will have strong doctoral-level academic training, plus demonstrated ability in research and teaching. (2) CLINICAL PSYCHOLOGY. Our APA-approved program in Clinical psychology is seeking a candidate whose research and clinical interests are primarily in the child area. Two specialty areas are particularly attractive: health and pediatric psychology, and childhood psychopathology. The successful candidate will have strong academic and clinical training, plus demonstrated ability in research and teaching. (3) DEVELOPMENTAL-CLINICAL PSYCHOLOGY. The successful candidate will be appointed jointly in our Developmental and Clinical programs. Thus, he/she must have both a thorough academic background in basic developmental processes and demonstrated research abilities in some area of developmental psychopathology or exceptionality. Candidates with a variety of research interests will be considered, for example, developmental disability, learning disability, health and pediatric psychology, and applied psychogerontology. For each position, the initial appointment will be for a 3-year limited term period, with the possibility of subsequent conversion to probationary tenure-track status. These positions commence, subject to budgetary approval, on July 1, 1989, although an earlier appointment date may be negotiated. Letters of application, including a curriculum vita, copies of recent publications, and three letters of recommendation, should be sent to: Dr. G. Moran, Chair, Department of Psychology, University of Western Ontario, London, Ontario N6A 5C2, Canada. In accordance with Canadian Immigration requirements; this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications from women scholars are especially invited. An equal opportunity employer.

TRENT UNIVERSITY. The Department of Psychology at Trent University invites applications for a one-year limited term position. Applicants should preferably have completed all of the Ph.D. but at least one or more of the applied research areas of educational, life-span, or cognitive developmental psychology. Preference will be given to candidates with upper level undergraduate teaching experience in two or more of statistics, exceptional development, tests and measurement, educational and abnormal psychology. Send curriculum vitae and three letters of reference to: Dr. R.G. Settlington, Ph.D., Chair, Department of Psychology, Trent University, Peterborough, Ont. K9J 7B8. Closing date for applications is February 15, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

REHABILITATION MEDICINE

UNIVERSITY OF SASKATCHEWAN. The Department of Rehabilitation Medicine in the University of Saskatchewan at Universities Hospital, Saskatoon invites applications for the position of a full time Physiatrist. The Department is an academic department within the University of Saskatchewan and its major facilities are based at University Hospital, a tertiary care teaching hospital of 600 beds. There is a 12 bed and outpatient inpatient Rehabilitation Unit at University Hospital. The Department provides a full range of inpatient and outpatient Physical Medicine and Rehabilitation programs including research and teaching. Applicants should be eligible for certification by the Royal College of Physicians and Surgeons of Canada and for licensure by the College of Physicians and Surgeons of Saskatchewan. Appointment would be at the rank of Assistant Professor and salary commensurate with experience and qualifications including full fringe benefits. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. An Employment Equity Employer.

RUSSIAN

UNIVERSITY OF ALBERTA, Department of Slavic & East European Studies, invites applications for a full-time, tenure-track Assistant Professor position in Russian Language & Literature. Ph.D. required. Starting date July 1, 1989. 1988/89 minimum $33,144. Native or near native Russ. Second Slav Lang an asset. Ability to teach Russ Lang & Lit at all levels in Russ. Teaching includes XIX & XX Cent Russ Lit in translation. Preference given to candidates in XX Russ Lit and Russ Lit Theory. Only complete applications with c.v., university records & names of three referees to be considered. Deadline March 7, 1989. U of A is committed to the principle of equity in employment, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Write to: Chairman, Slavic & East European Studies, University of Alberta, Edmonton, Alberta T6G 2E1.

SCULPTURE

CONCORDIA UNIVERSITY. Faculty of Fine Arts. The Department of Sculpture, Ceramics and Fibres invites applications for the following position commencing with the 1989-90 academic year: Assistant Professor, Sculpture - Tenure Track. The successful candidate will be required to work within a large and diverse Fine Arts Faculty dedicated to strong undergraduate and graduate teaching. Candidates should also show an interest in and sensitivity to the interrelationship of the three departmental units. Applicants should have a strong academic and traditional and non-traditional sculpture techniques and processes and be prepared to teach these techniques. The position involves teaching courses at all undergraduate and graduate levels as well as participating in administrative activities of the department. An MFA or equivalent, extensive exhibition record, evidence of previous effective University/College level teaching experience and a strong desire to contribute to an intense and demanding undergraduate and graduate curriculum are all central to this position. The position commences September 1, 1989. Salary is commensurate with qualifications and experience. Applications including curriculum vitae, the names of three referees, examples of recent art work (and student work if available) in slide form should be sent to: Chair, Search Committee, Department of Sculpture, Ceramics & Fibres, Concordia University, VA Building, Room 262, 1395 Dorchester Blvd. West, Montreal, Quebec H3G 2M5. Deadline for receipt of applications is March 31, 1989. In accordance with Canadian Immigration regulations, this notice is directed to Canadian citizens and permanent residents.

SOCIAL WORK

LAURENTIAN UNIVERSITY - Sudbury, Ontario. School of Social Work. A tenure stream appointment is available in the School of Social Work. Date of appointment will be July 1, 1989. The successful candidate will be expected to teach in an honours undergraduate degree programme, conduct scholarly research, and do field work supervision. Qualifications. Ph.D. preferred. Candidates with a M.S.W. and extensive practice experience will be considered. A proven publication record or demonstration of the capacity to conduct scholarly research is required. The ability to teach in both English and French is essential. Closing Date: February 28, 1989. Laurentian University is an equal opportunity employer. Canadian Immigration laws dictate that this position be offered in the first instance to qualified Canadian citizens or landed immigrants. Application and curriculum vitae should be sent to: Professor Richard Carrière, Director, School of Social Work, Laurentian University, Sudbury, Ontario, P3E 2C6.

UNIVERSITE LAURENTIENNE - Sudbury, Ontario. Ecole de service social. L'Ecole de service social a un poste vacant pouvant mener à ta permanence. La personne retenue, qui entrera en fonction le 1er juillet 1989, sera appelée à donner des cours de spécialisation au premier cycle, dirige des travaux de recherche et assure la surveillance de stagiaires. Qualifications requises: La préférence sera accordée aux titulaires du doctorat. Les candidatures des personnes qui possèdent une maîtrise en service social et une expérience pratique considérable seront aussi prises en considération. Les candidats doivent soumettre un dossier de publications authentifié ou une preuve de leur aptitude à mener des travaux de recherche. La personne choisie devra pouvoir enseigner en français et en anglais. Les intéressés sont priés de soumettre leur candidature accompagnée de leur curriculum vitae et des noms de trois répondants, avant le 28 février 1989. L'Université Laurentienne offre des chances égales d'emploi à tous. Conformément aux exigences de l'immigration au Canada, cette annonce s'adresse d'abord aux citoyens canadiens et aux immigrants reçus. Les intéressés sont priés d'adresser leur candidature et un curriculum vitae au: Professeur Richard Carrière, Directeur, Ecole de service social, Université Laurentienne, Sudbury, Ontario, P3E 2C6.

LAURENTIAN UNIVERSITY AND UNIVERSITY OF SUDBURY. Nishnaabe Kinoomaadwin Naadmaadwin. Honours Bachelor of Social Work (Native Human Services). Subject to budgetary approval, two tenure stream appointments are available for the recently approved Hons. Bachelor of Social Work (Native Human Services). Starting dates for these are January 1, 1989 for one position; July 1, 1989 for the other. The successful candidates will be expected to teach in a honours undergraduate degree programme, conduct scholarly research, do field work supervision, and work in close collaboration with local First Nation Communities. Qualifications. Knowledge/background in Native culture and traditions and how these relate to helping Native people is required; Candidates should have an advanced degree in Social Work or related field (Ph.D. or M.Sc.in degree with experience); Minimum of three years experience in Native communities is required; Native language is an asset; Demonstrated capability to conduct scholarly research and to work effectively with First Nation communities is required. Laurentian University is an equal opportunity employer. Canadian Immigration laws dictate that this position be offered in the first instance to qualified Canadian citizens or landed immigrants. Application, curriculum vitae, and the names of three references should be sent to: Programme Committee, B.S.W. (Native Human Services), c/o School of Social Work, University of Sudbury, Laurentian University, Sudbury, Ontario, P3E 2C6.

SOCIOLOGY

YORK UNIVERSITY. Faculty of Arts. Sociology. Applications are invited for three tenure-stream appointments at York University, Faculty of Arts in the Department of Sociology, commencing July 1, 1989. The positions are defined as follows: 1) One junior position at the Assistant Professor rank in social psychology, with interest and relevant skills to serve as Director of the Sociology Research laboratory (Small Groups Laboratory). 2. One junior position at the Assistant Professor rank in sociology of development and Third World studies, particularly women and development, and women in the Third World. 3) One position at the Associate Professor rank in sociological theory, particularly feminist theory, classical theory and theory construction. Complementary areas for all three positions are open. The department is particularly interested in people who can also teach quantitative methods, ethnic studies and comparative institutions. A strong record of sociologically relevant scholarship related to the area of specialization, and demonstrated skills in, and commitment to teaching are required. The teaching of core courses in sociology including introductory sociology is expected. The duties will include teaching in both graduate and undergraduate programmes, and the development of a programme of productive research. Salary dependent on qualifications. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. Please send curriculum vitae, a cover letter stating interests relevant to this position, copies of recent publications, and have three referees forward letters on your behalf to: Professor J.G. Craig, Chair, Department of Sociology, Faculty of Arts, York University, North York, Ontario M3J 1P3. Application deadline is January 15, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG. Department of Sociology. Applications are invited for one two-year limited term appointment and possibly one other one-year or two-year limited term appointment at the rank of Assistant Professor (subject to budgetary approval). Ph.D. required. Salary and rank commensurate with qualifications and experience. Teaching experience and publications preferred. Areas of specialization are open. Teaching duties will include introductory Sociology. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to: Dr. Doreen L. Smith, Chair, Department of Sociology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Starting date: September 1, 1989. Closing date for applications: March 1, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BROCK UNIVERSITY. The Department of Sociology invites applications for a tenure track position, commencing July 1, 1989. The appointment is rank open, with salary negotiable according to qualifications and experience. Applicants should hold a Ph.D in Sociology or a related discipline. The primary field of expertise sought is in the Sociology of the Family. Supplementary teaching areas are flexible, but the Department has definite priorities in combinations of the following: Social Inequality, Personality and Role, Research Methods, Gerontology, Deviance, Law and Society, Ethnicity, and Development. Administrative experience and capabilities an asset, but not a requirement. The Department's orientation is interdisciplinary, combining Sociology, Social Psychology, and Social Anthropology. Letters of application including a current curriculum vitae and the names and addresses of three referees should be sent to Judith Blackwell, Chair, Appointments Committee, Department of Sociology, Brock University, St. Catharines, Ontario L2S 3A1. The deadline for applications is January 31st, 1989. Qualified female and male applicants are equally encouraged to apply. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and landed immigrants.

UNIVERSITY OF NEW BRUNSWICK. Saint John Campus. Applications are invited for two positions in Sociology. One is a tenure track position at the Assistant Professor level. Teaching duties involve three full courses selected from: Introductory, Canadian Society, Occupational, Contemporary Theory. An active commitment to research is expected. The other position, pending budgetary approval, is a one year sabbatical replacement. Duties involve teaching Introductory and two upper level courses in the successful candidate's areas of expertise. The Ph.D. is required for both positions. Applicants should send a curriculum vitae together with the names and addresses of three referees to: Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

WILFRID LAURIER UNIVERSITY. The Department of Sociology and Anthropology at Wilfrid Laurier University anticipates several vacancies in Sociology for the 1989/90 academic year, at least one of which will be a continuing appointment. Particularly critical needs are expected in some or all of the fields of: Sociology of Women, Quantitative Methods, Sociology of Mass Communications, Sociology of Work and Occupations, Race and Ethnic Relations, Urban Sociology, and Sociology of Education, but other specialties will be considered. Please submit applications, including curriculum vitae, sample publications, and the names of three referees to Dr. Bruce Curtis, Department of Sociology and Anthropology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Applications will be received until January 31, 1989. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Wilfrid Laurier University is implementing steps to become a smoke-free environment.

UNIVERSITY OF SASKATCHEWAN. Department of Sociology. Applications are invited for four tenure-track positions in Sociology at the Assistant Professor rank to commence July 1, 1989 (subject to budgetary confirmation). We are seeking candidates with a strong commitment to research, publications and teaching. Ph.D. is required at the time of appointment. Two of these positions are in Sociology of Crime, Delinquency, Deviance, Penology and Corrections, Victimology and Sociology of Law. Two other positions are in: Sociology of Education, Work, Professions and Occupations; and Social Stratification, Labour Migrations and Sociology of Development. Send vitae and arrange for three letters of recommendation and copies of publications to: B Singh Bolaria, Head, Department of Sociology, University of Saskatchewan, Saskatoon, Saskatchewan S7N 0W0. The closing date for applications is February 28, 1989. In accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG. Department of Sociology. Applications are invited for a possible tenure track position at the rank of Assistant Professor (subject to budgetary approval). Ph.D. required. Salary and rank commensurate with qualifications and experience. Teaching experience and publications preferred. Areas of specialization are open. Teaching duties will include introductory Sociology. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to: Dr. Doreen L. Smith, Chair, Department of Sociology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Starting date: September 1, 1989. Closing date for applications: March 1, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG. Department of Sociology. Applications are invited for one two-year limited term appointment and possibly one other one-year or two-year limited term appointment at the rank of Assistant Professor (subject to budgetary approval). Ph.D. required. Salary and rank commensurate with qualifications and experience. Teaching experience preferred. Areas of specialization should include at least one of Industrial Sociology, Economic Sociology, Criminology/Deviance and Socialization. Additional areas would preferably include at least one of Social Stratification, Research Methods, Social Change, Family and Sociological Theory. Teaching duties will include Introductory Sociology. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to: Dr. Doreen L. Smith, Chair, Department of Sociology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Starting date: September 1, 1989. Closing date for applications: March 1, 1989. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Effective date of appointment: July 1, 1989. Closing date of applications will be when the position is filled but not before February 15, 1989. Applications from women candidates are particularly welcome. An Employment Equity Employer.

SPANISH

UNIVERSITY OF OTTAWA. Applications are invited for a full-time one-year replace-

ment position in peninsular Spanish, or in Spanish-American literature and culture, at the level of Assistant professor. Teaching duties may include any of the following: graduate literature, and undergraduate literature culture and language courses. Starting date: July 1, 1989. Qualifications: Ph.D., fluency in English French and native or near-native command of Spanish. Teaching experience and publications will be taken into account. Salary: According to the Collective Agreement. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A letter of application with curriculum vitae should be sent to: Professor W. Bausenhart, Chairman, Dept. of Modern Languages and Literatures, University of Ottawa, Ottawa K1N 6N5. Closing date for applications, April 1, 1989. The University of Ottawa is committed to employment equity

TESL

YORK UNIVERSITY. Faculty of Arts. Department of Languages, Literatures and Linguistics. English as a Second Language. One position in the Professorial or Alternate Stream, at the rank of Assistant Professor or Assistant Lecturer, commencing July 1, 1989. Position subject to budgetary approval. Required: for professorial stream, PhD (or ABD) in TESL or related field; for alternate stream, minimum MA in TESL or related field. Relevant experience in teaching ESL at the university level. Familiarity with interdisciplinary and Canadian studies; ability to contribute to research in ESL, demonstrated by publications and conference presentations in the field. Salary commensurate with experience. Applicants should send a covering letter stating interests relevant to this position, updated curriculum vitae, names and addresses of three referees, teaching evaluations or attestations and transcripts to Professor Robert Fink, Chair, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, North York, Ontario M3J 1P3. Application deadline is February 15, 1989. In accordance with Canadian immigration requirements this advertisement is directed at Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified men and women are invited to apply

VISUAL ARTS

LAKEHEAD UNIVERSITY. The Department of Visual Arts invites applications for a tenure track position to teach in the area of Art History. The candidate should have experience teaching at the post-secondary level and possess a terminal degree or equivalent experience. The candidate will be required to teach survey courses in Western Art, Canadian Art, and Twentieth Century Art. In addition, some background in Native Art, Northwestern Ontario Art and Architecture and/or Library Management would be helpful. The Department of Visual Arts offers a 4 year degree leading to an Honours Bachelor of Fine Arts. Rank and salary dependent upon qualifications and experience. A letter of application with a Curriculum Vitae and the names of three references should be sent to: Dr. J. Whitfield, Dean of Arts and Science, Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO, Department of Visual Arts, invites applications for positions in the following areas: Photography, Sculpture, Foundation Studies (drawing/painting, design, sculpture, photo-intermedia), Drawing and Painting. Tenure track and sessional appointments at the Assistant Professor level, effective July 1, 1989. Primary duties of these positions include the teaching of studio courses from first to fourth year levels. The ability to integrate historical and theoretical issues with studio teaching is a requirement. This focus may be extended as the department is developing a graduate proposal with an integration of criticism and theory with studio and history specialties. Artists working in all contemporary media are encouraged to apply. Successful candidates will be active artists with a substantial exhibition record, a graduate degree and some teaching experience at the post-secondary level. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Letters of application, curriculum vitae, 20 slides of recent work, and names of three referees should be received by March 1, 1989 by: Professor A. Mansell, Chair, Department of Visual Arts, The University of Western Ontario, London, Ontario, N6A 5B7. An Equal Opportunity Employer; positions are subject to budget approval

THE UNIVERSITY OF WESTERN ONTARIO, Department of Visual Arts, invites applications for a tenure-track position at the Assistant Professor level in the field of Renaissance art history effective July 1, 1989. The successful candidate will have the Ph.D. with a specialization in Italian Renaissance, a strong publication record, university-level teaching experience, and a commitment to issues of methodology. Teaching requirements will extend from introductory to upper-level courses. Since this is a small department, interest/expertise in another area may be an asset. This may be extended as the department is developing a graduate proposal with an integration of criticism and theory with studio and history specialties. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Letters of application, curriculum vitae, and names of three referees should be received by March 1, 1989 by: Professor A. Mansell, Chair, Department of Visual Arts, The University of Western Ontario, London, Ontario, N6A 5B7. An Equal Opportunity Employer; positions are subject to budget approval.

UNIVERSITE D'OTTAWA. Département d'Arts Visuels. Poste de Professeur(e) Adjoint(e) Plein Temps (Théorie et Histoire de l'art). Critères de sélection: Doctorat; Spécialisation dans l'art moderne et contemporain; Expérience d'enseignement et de recherche; Publications, Compétence requise pour enseigner dans les deux langues officielles. Entrée en fonction: juillet 1989. Date limite des candidatures: le 3 février 1989 ou jusqu'à ce que le poste soit comblé. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'égalité en matière d'emploi. Les candidats sont priés de faire parvenir leur curriculum vitae à la Directrice, Département d'Arts visuels, Université d'Ottawa, 100, avenue Laurier, est, Ottawa, Ontario K1N 6N5.

UNIVERSITY OF OTTAWA. Department of Visual Arts. Full Time Assistant Professor (Theory and History of Art). Requirements: Doctorate; Specialization in Modern and Contemporary Art; Teaching and research experience; Publications, Teaching in both official languages is required. Appointment date: July 1989. Deadline for applications: February 3, 1989 or until appointment of a suitable candidate. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Employment Equity is University Policy. Candidates should submit their Curriculum Vitae to: Director, Department of Visual Arts, University of Ottawa, 100 Laurier Avenue, East, Ottawa, Ontario K1N 6N5.

FACULTY EXCHANGE

FACULTY EXCHANGE CENTRE, non-profit organization established in 1973, helps (1) college and university professors to exchange teaching positions, and (2) all educators to interchange houses, with colleagues on this continent and abroad. FEC serves individual faculty as well as member colleges. For more details send self-addressed envelope to: 952 Virginia Avenue, Lancaster, Pa., USA, 17603, 717/393-1130

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UNIVERSITE LAVAL. House for Rent: July 1989-June 1990. Professor going away on sabbatical would like to rent 4-bedroom house located walking distance from University. For more details, please contact: Dr. Serge Pineault, Département de physique, Université Laval, Ste-Foy, Qué, G1K 7P4; Tel: (418) 656-3901 (office); (418) 658-5843 (home); BITNET: 1150002@LAVALVX1.

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FACULTY POSITIONS

Three tenure track positions at the Assistant Professor rank beginning July 1, 1989, subject to budgetary approval. Successful candidates will be expected to teach at the undergraduate and graduate levels. Priority will be given to candidates with generalist social work practice expertise who have demonstrated research interests in one or more of the following areas: multiculturalism; native issues; health, and gerontology. Doctorate required. Salary commensurate with qualifications and experience.

Send resume to Dr. D.G. Finley, Chair, Committee of Recruitment, School of Social Work, University of British Columbia, Vancouver, B.C., V6T 1W5. DEADLINE FOR APPLICATIONS, FEBRUARY 1, 1989.

In accordence with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Laurentian University invites applications for the following academic positions, for appointments effective July 1, 1989. Responses should be sent as early as possible to the appropriate Dean.

LAURENTIAN UNIVERSITY IS COMMITTED TO EMPLOYMENT EQUITY. WOMEN ARE PARTICULARLY INVITED TO APPLY FOR THESE POSITIONS.

FACULTY OF PROFESSIONAL SCHOOLS

School of Commerce and Administration

Applicants are sought for three positions in the undergraduate B. Com. programme. All fields of specialization will be considered. One position is in the accounting field and requires a C.A. qualification. An M.B.A. is the minimal educational requirement. A doctorate is preferred. All positions require the ability to teach in French. Experience in distance education would be an asset

School of Human Movement

Applicants are sought for a position in B.P.H.E. and B.Sc. (Kinesiology) programmes. A doctorate is required. The areas of specialization required include anatomy, traumatology, and fitness and exercise leadership. Bilingualism would be an asset. Position is subject to budgetary approval.

School of Nursing

1. A Director of the School is sought who can provide leadership to a faculty of 25 and a current student enrollment of 200. The School is also involved extensively in distance education with R.N.'s. The programme is offered in both official languages and the successful applicant must be bilingual. A proven record in nursing practice, teaching, and administration and the ability to provide leadership to the faculty in the area of research is required. An M.Sc.N. or a Master's degree in a related discipline is a minimal requirement. A doctorate is preferred.
2. Applicants are sought for two positions in the undergraduate B.Sc.N. programme. The positions require the ability to teach in French. An M.Sc.N. is the minimal educational requirement. A doctorate is preferred.

School of Social Work

Applicants are sought for a position in the undergraduate B.S.W programme. A proposed M.S.W. programme is also currently under review. The position requires the ability to teach in French. An M.S.W. is the minimal educational requirement. A doctorate is preferred. The ability to teach in the areas of social research and/or social policy would be an asset.

Social Work (Native Human Services)

Subject to budgetary approval, two tenure stream appointments are available for the recently approved Hons. Bachelor of Social Work (Native Human Services).

The successful candidates will be expected to teach in an honours undergraduate degree programme, conduct scholarly research, do field work supervision, and work in close collaboration with local First Nation Communities

Knowledge/background in Native culture and traditions and how these relate to helping Native people is required. Candidates should have an advanced degree in Social Work or related field (Ph.D. or Master's degree with experience). Minimum of three years experience in Native communities is required. Native language would be an asset. Demonstrated capability to conduct scholarly research and to work effectively with First Nation communities is required.

Applicants should send a detailed curriculum vitae and the names of three referees to: Dr. Ken Miller, Dean of Professional Schools.

FACULTY OF HUMANITIES

Department of Modern Languages

Applications are invited for a sabbatical replacement in ITALIAN. Duties involve primarily the teaching of language courses at all levels, along with possible courses in linguistics and culture. M.A. required, ABD or Ph.D. preferred. Appointment is subject to budgetary approval.

Applicants should send a detailed curriculum vitae and the names of three referees to: Dr. Jon Gondek, Dean of Humanities.

FACULTY OF SOCIAL SCIENCES

Department of Economics

All fields of specialization will be considered for an appointment to teach at the undergraduate level in a tenure track position. Required qualifications include Ph.D. or ABD and successful teaching experience. Ability to teach in French is essential.

Department of Geography

Applications are invited for a probationary position in the area of geomorphology. Applicants must be able to teach in both official languages. Ph.D. required.

Department of History

Applications are invited for a tenure track position in European History. Preference will be given to specialists in the Renaissance and Reformation. Ability to teach Medieval and/or Ancient History as well would be an asset. Ability to teach in French language is required. Bilingual applicants are preferred. Ph.D. is required.

Department of Law and Justice

Appointment, subject to budgetary approval, is in area of law, including Commercial Law and Sports Law, to undergraduate students from a variety of disciplines. Minimum qualifications include B.A., an LL.B. and post-graduate study in an Arts discipline and/or Law. A Ph.D. is highly desirable. Bilingualism (French and English) would be an asset.

Department of Political Science

The department is seeking a public administration candidate who will be required to teach in both official languages. Position is subject to budgetary approval

Department of Sociology and Anthropology

Applications are invited for a Sociology tenure track position. All specialties will be considered. The successful candidate will teach in English and French. Ph.D. is required.

Applicants should send a detailed curriculum vitae and the names of three referees to: Dr. Michael Dewson, Dean of Social Sciences

Salary and rank will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Laurentian University

Ramsey Lake Road, Sudbury, Ontario P3E 2C6

L'Université Laurentienne recherche des candidatures pour combler les postes suivants. La date d'entrée en fonction est fixée au 1er juillet 1989. Les personnes que ces postes intéressent sont priées de faire parvenir leur demande dès que possible au doyen compétent.

L'UNIVERSITE LAURENTIENNE APPLIQUE UNE POLITIQUE D'EQUITE DANS L'EMPLOI. LES CANDIDATURES DE FEMMES SONT PARTICULIÈREMENT BIENVENUES.

FACULTÉ DES ECOLES PROFESSIONNELLES

École de commerce et d'administration

Nous avons trois postes à combler dans le programme de baccalauréat en commerce. Nous étudierons les candidatures de tout domaine de spécialisation. Un poste est axé sur la comptabilité et nécessite une qualification de C.A. Il faut détenir au moins un M.B.A. et de préférence un doctorat et pouvoir enseigner en français. De l'expérience en formation à distance serait un atout.

École de l'activité physique

Nous cherchons des candidatures pour un poste dans les programmes de B.E.P.S. et de B.Sc. (Kinésiologie). Il faut détenir un doctorat et une spécialisation en anatomie, traumatologie et leadership en condition physique et exercice. Le bilinguisme serait un atout. Ce poste est sujet à l'approbation du budget.

Ecole des sciences infirmières

1. Nous recherchons une directrice ou un directeur capable de diriger un personnel enseignant de 25 membres et un effectif actuel de 200 élèves. L'École participe également à la formation à distance des infirmières et infirmiers autorisés. Le programme étant offert dans les deux langues officielles, la personne choisie devra être bilingue. Il faut avoir de l'expérience dans la profession d'infirmière ou d'infirmier, dans l'enseignement et dans l'administration et pouvoir diriger le corps professoral dans le domaine de la recherche. La personne choisie devra détenir au moins une maîtrise en science infirmières ou dans une discipline connexe et, de préférence, un doctorat.
2. Nous avons également deux postes à pourvoir dans le programme de baccalauréat en sciences infirmières. Les personnes choisies devront pouvoir enseigner en français, détenir au moins une maîtrise en sciences infirmières et, de préférence, un doctorat.

École de service social

Nous devons pourvoir un poste dans le programme de baccalauréat en service social. De plus, une M.S.S. est aussi en préparation. La personne choisie devra pouvoir enseigner en français, détenir au moins une maîtrise en service social et, de préférence, un doctorat. La capacité d'enseigner dans les domaines de la recherche ou de la politique sociale serait un atout.

Baccalauréat spécialisé en service social auprès des autochtones

Sujets à l'approbation du budget, nous offrons deux postes ouvrant la voie à la permanence dans le programme récemment approuvé de baccalauréat spécialisé en service social auprès des autochtones.

Les personnes choisies devront enseigner dans un programme spécialisé de premier cycle, mener des recherches et en publier les résultats, superviser des stages et travailler en étroite collaboration avec les communautés locales des Premières Nations

Les candidats et candidates devront connaître la culture et les traditions autochtones et comment on peut les mettre à profit pour aider ce segment de la population. Il faudra détenir un diplôme d'études supérieures en service social ou dans un domaine connexe (doctorat, ou maîtrise) et avoir un minimum de trois ans d'expérience au sein des communautés autochtones. La connaissance de la langue des autochtones serait un atout. Il faut enfin avoir des aptitudes éprouvées pour mener de la recherche, publier et travailler efficacement avec les communautés des Premières Nations

Les personnes intéressées sont priées d'envoyer leur curriculum vita détaillé ainsi *que trois références à:* M. Ken Miller, Doyen de la Faculté des écoles professionnelles

FACULTE DES SCIENCES SOCIALES

Département de science économique

Nous accepterons tous les domaines de spécialisation. Enseignement sera au premier cycle dans un poste ouvrant la voie à la permanence. Qualifications requises: doctorat ou préparation de thèse et bonne expérience de l'enseignement. Il est essentiel de pouvoir enseigner en français.

Département de géographie

Poste probatoire dans le domaine de la géomorphologie. Capacité d'enseigner en français et en anglais. Détenir un doctorat.

Département d'histoire

Poste ouvrant la voie à la permanence dans le domaine de l'histoire européenne. La préférence sera accordée aux spécialistes de la Renaissance et de la Réforme. La capacité d'enseigner l'histoire médiévale ou ancienne serait un atout. Il faudra détenir un doctorat et pouvoir enseigner en français. On donnera cependant la préférence aux candidats et candidates bilingues.

Département de droit et justice

Poste sujet à l'approbation du budget. Enseignement en droit, y compris le droit commercial et le droit du sport, à des élèves inscrits au premier cycle dans diverses disciplines. Qualifications minimales: B.A., baccalauréat en droit et études supérieures dans une discipline des arts ou en droit, et, de préférence, un doctorat. La connaissance du français et de l'anglais serait un atout.

Département de science politique

Le département recherche un ou une spécialiste de l'administration publique capable d'enseigner en anglais et en français. Ce poste est sujet à l'approbation du budget.

Département de sociologie et d'anthropologie

Poste ouvrant la voie à la permanence. Nous accepterons tous les domaines de spécialisation. La personne choisie détiendra un doctorat et devra enseigner en français et en anglais

Les personnes intéressées sont priées d'envoyer leur curriculum vitae et trois références à: M. Michael Dewson, Doyen de la Faculté des sciences sociales.

FACULTÉ DES HUMANITES

Département des langues modernes

Nous désirons remplacer un professeur d'italien en congé sabbatique. Les tâches consistent principalement à enseigner des cours de langue à divers niveaux et éventuellement des cours de linguistique et de culture. La personne choisie devra être titulaire d'une M.A., être en rédaction de thèse de doctorat, ou de préférence, détenir un doctorat

Les personnes intéressées sont priées d'envoyer leur curriculum vitae et trois références à: M. Jon Gonder, Doyen de la Faculté des humanités

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New Zealand: Canadian citizens require a valid passport only. New Zealand departure tax from Auckland is NZ$10.00, Christchurch NZ$2.00 and Wellington - no tax. Auckland International Airport is 22.5 Km from city, transfer by Downtown Airline Coach is NZ$7.00. Christchurch International Airport is 11.2 Km from city, transfer by Christchurch Transport Board is NZ$3.00. Wellington International Airport is 8 Km from city, transfer by Guthreys Coach Lines is NZ$3.80.

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